ARBITRATION FILE
Road Block to Tenure
See Page 3

CAUT ACPPU
BULLETIN

SPECIAL REPORT
Heavy Duty Scam
See Page 6

Vol. 41, No. 10—December 1994 décembre

CAUT, OCUFA Oppose Ontario's PSE Plans

THIS FALL ONTARIO NDP Minister of Education and Training Dave Cooke gave the Ontario Council on University Affairs (OCUA) instructions to plan for a remodelling of the Ontario university system that would allow the provincial government to cut costs significantly and to increase accessibility, accountability and equity.

OCUA considered a series of three proposals or "models" for what the future might hold. All three accepted the minister's position as a given. Most attention was focused on the third of the models (Model C) since well-informed sources suggested it was what both the NDP government and the OCUA key players wanted.

All the models were based on the assumption that the teaching, research and service work of faculty could be divided into discreet and separate budgetary categories and that Ontario universities should be segregated into two or more tiers.

The Model C proposal for "purchase of service" suggests the Ontario government would contract with each university for whatever teaching, research and service activities the government wanted. This would allow the government to prevent faculty in the second tier institutions from doing any research, to abolish self-government in the institutions and to increase the class sizes and teaching loads, thus securing the goal of greater accessibility.

OCUA conducted seven weeks of public hearings across the province seeking input on its discussion paper *Sustaining Quality in Changing Times*. The discussion paper ignited a firestorm of opposition to the proposals. The Ontario Confederation of University Faculty Associations and the local faculty associations were central to the opposition. Dr. Emily Carasco, president of OCUFA, spoke to the council and told them their proposals were unacceptable. Students, staff and administrators also spoke against the OCUA document, particularly Model C.

It was noticeable that the long-standing coolness between OCUFA and the Council of Ontario Universities, which represents Ontario's university presidents, seemed to rapidly disappear as a consequence of the minister's referral.

Jim Turk, the labour education director of the Ontario Federation of Labour, told OCUA: "Model C would result in a situation where the 'star' — read research-oriented — faculty/departments/universities would siphon off all the research money, while the remaining faculty/departments/universities would process ever larger numbers of McStudent outputs. The implications for equity and quality of education would be frightening."

CAUT both testified and presented a brief.

CAUT President Dr. Joyce Lorimer, of Wilfrid Laurier University, attacked OCUA for failing to maintain its previous history of independence from the government. She told the council that it "appears to have transformed itself into an agency of the provincial government rather than an arms' length body giving independent advice. .

"OCUA has chosen," she said, "to colour its present funding review by accepting without question, the minister's premise that the Ontario university system must and can absorb another round of financial cutbacks without very real detriment to its mission and quality.

"It has colluded with the Ontario government in using the rhetoric of accessibility and accountability to mask the fact that the government intends to offer accessibility only by lowering the quality of its present institutions."

The council, she argued, "has provided a rationale for a massive bureaucratic intrusion into university autonomy."

OCUA replied that their models were just proposals and might well be rejected or modified by what they heard.

CAUT argued that both the NDP and OCUA were hypocritical in their supposed commitment to accountability and openness since they were not prepared to apply these principles to themselves. CAUT suggested to OCUA that they should refuse to present their

See ONTARIO'S PSE... Page 8 ☞

ABOVE: Cooke & Carasco

EN NOVEMBRE 1993, LE GOUVERNEMENT néo-démocrate de l'Ontario a ordonné au Conseil des affaires universitaires de l'Ontario d'étudier des façons de réduire le budget et d'accroître l'accessibilité aux études universitaires, l'équité au sein des universités et leur imputabilité. Le CAUO a répondu par un document de travail présentant trois modèles fondés sur l'hypothèse que l'enseignement, la recherche et le service à la collectivité seraient financés séparément. Selon la deuxième hypothèse, le gouvernement provincial devrait ordonner la création d'un réseau d'universités à deux ou trois paliers. L'un des modèles du CAUO propose que le gouvernement passe un contrat avec chaque université et détermine ce qu'il désire en matière d'enseignement, de recherche et de service. Ce modèle lui permettrait ainsi de créer un palier d'univetsités où il est interdit aux professeurs de faire de la recherche, où l'autonomie de gestion est éliminée et où les étudiants sont plus nombreux et les classes plus populeuses. L'UAPUO, l'ACPPU et pratiquement toute la collectivité universitaire de l'Ontario se sont opposés à ces modèles.

CAUT Responds

Facing Off with the Commons Finance Committee

REMEMBER WHAT YOU said when you were in opposition, was one of the themes of the CAUT presentation to the Commons Finance Committee recently, as Alan Andrews, past president of CAUT, reminded Committee Chair Jim Peterson that he had made several speeches on research and on university funding while in opposition.

"I hope they were brilliant," joked Mr. Peterson. "They were certainly to the point," teplied Professot Andtews, "because you undetlined the enormous hit that post-secondary education was taking from the changes in transfers in respect of post-secondary education mandated by the Tories and you complained in the most vigorous terms."

These previous massive reductions had to be taken into account, said Professor Andrews, when the finance committee was assessing the budgetaty future of the transfet attangements.

Professor Andrews noted in his presentation that Liberal governments under Louis St. Laurent, Lester Pearson and Pierre Trudeau had created the modern system of federal supportt for university research and for the support of higher education but now there seemed a real danger that these might be dismantled by the current Liberal government.

There were five main points in the CAUT brief:

• the Science and Technology Review had raised expectations that the government would come forth with a new and bold science policy to ensure Canada remained competitive, a policy in which the universities and colleges wish to participate. It would destroy morale and fan the flames of cynicism if the only result of the consultation was a series of budget cuts;

See FINANCE... Page 5 ☞

INSIDE ■ À L'INTÉRIEUR

14,000 Students on the Hill 7

Les professeurs bafoués à Laval 10

Kenya's Illegal Union 11

Axworthy's Wrong Turn 12
Bookshelf 13
Classifieds 14
Editorial 28

HIGHLIGHTS

Page 4

Consortium Lobby — Federal Support for Research Tops Agenda

Contingent Loans, for the Debt that Lasts

■

Page 9

Library Statistics

Request for Nominations: Academic Librarians' Distinguished Service Award

Neurological Research Attracts Major Funding Support

■

Page 10

Michael Smith Awards for Science Promotion

■

Page 11

UNESCO Prepares for World Conference on Women

■

Page 12

North American Open Poetry Contest

EN BREF

Page 5

Devant le Comité des finances — Réaction de l'ACPPU

■

Page 7

Manif étudiante: Axworthy sut la sellette

■

Page 9

Statistiques sur les bibliothèques

■

Page 10

Mises en candidatures: Prix des bibliothécaires pour services émérites

■

Page 12

Tribune Libre

■

Page 13

Ptix Raymond-Klibansky décernés pour 1994

■

Page 28

L'ignotance donne mauvaise presse à la permanence

CORRECTION

On page 6 of the November *Bulletin* the local Ottawa telephone number for Prestige was printed incorrectly. The correct telephone number is 723-4634.

LETTERS COURRIER

'Accessibility' challenged

This letter is in response to the editorial by Joyce Lorimer (October 1994). In it there is support for the traditional right of universities to establish academic standards, yet the author states that "More can and should be done in the way of curriculum adjustment...," and, later, that "...we should...be prepared to adjust our preconceptions about performance levels..." in order to better accommodate students with learning disabilities.

This seems to be saying, to misquote Henry Ford, "You can have any standards you like — as long as they are the ones wanted by some pressure groups acting through education ministries." If universities have any autonomy in pedagogy, it is precisely in the choice of curricula and the required performance levels.

There is, in addition to the concerns proper to CAUT, the point of view of our clientele which needs to be taken into account. Among the many things students want from their education is a diploma which testifies *inter alia* that the possessor is capable of learning a lot of complex things in a short time, and can deal with the stress imposed by that learning. A graduate wants and deserves the advantage on the job market which is entailed by these skills. A diploma should mean much more, but this practical aspect has always been of importance to students. It says that a student is capable because of learning *abilities* or *in spite of* learning disabilities.

Students with disabilities should get help in order, whenever possible, to meet the usual requirements of a university. The professionals trained to give that assistance must be given the support they need. Universities, by and large, serve the community well and they should not be pushed to serve it less well because of misplaced notions of "accessibility."

WALTER BURGESS
Mathematics, University of Ottawa

More than dollars

I hope those considering passing the burden of financing of post-secondary education from government to students realize that what they are affecting is much more than dollars and cents.

In 1967 I was a high school dropout drifting from one dead-end job to another. I was accepted by Sir George Williams University, now Concordia, as a mature student. I had no money and no family to back me up, but I received a $600 loan and a $600 bursary that covered my first-year expenses. I graduated and went on to post graduate work, which eventually resulted in $3,000 in loans and a cost to the taxpayer of about $5,400 in bursaries.

Last year I paid over $17,000 in income taxes — about three times the amount I received free during my six years of university education. And I have paid substantial taxes every year.

I suppose society would have benefited by spending the $5,400 it spent on me on something more useful, like filling in a pothole. And, I suppose it would have been of enormous positive social impact to have someone who became a skilled professional stay in the social class to which he belonged, working as a short order cook or packing crates in warehouses — when there was work, that is.

Now the government is broke and I hear it being blamed on the likes of me, the spoiled baby boomers who robbed the treasury to pamper themselves. Somehow, the numbers don't support that theory.

For a minuscule investment, in terms of government budgets, they have been repaid hundreds of times over. And I believe that it would have cost the government, and our society, far more than the $5,400 had it not been so generous during the 1960s with a young dropout who probably would have been written off as a lost cause in more "normal" times.

We cannot afford not to continue to make higher education available and affordable to those with the ability to benefit from it no matter what their social class and economic position. *(Ottawa Citizen Oct. 19, 1994.)*

RONALD J. BROWN
Low, Quebec

Support appreciated

Your most recent issue arrived in our office yesterday and I just wanted to send you a few lines to express out sincere appreciation for the opportunity to address your members.

As an organization which neither solicits nor receives direct government funding, we depend on the assistance and support of associations such as yours ro help us spread our message and to encourage action on the issue of men's violence against women. We hope too, that some of the men in CAUT/ACPPU will consider becoming supporters of the White Ribbon Campaign.

Please do not hesitate to contact me, or our office, if we can be of any future assistance.

DAVID J. RUTHERFORD
Volunteer, White Ribbon Campaign

LETTERS continue...
COURRIER suite à la... Page 8 ☞

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances not those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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The CAUT Bulletin is published the first week of each month September through June. Average distribution 34 000. Indexed in the Canadian Education Index ISSN 0007-7887.

Publié par l'Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa Ontario K2B 8K2 613/820-2270.

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Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen 34 000. Répertorié dans le Repertoire canadien sur l'éducation. ISSN 0007-7887.

Service Load May Block Road to Tenure

Arbitration board says gender balancing assignments may deny women a fair chance at tenure.

BY KEVIN BANKS

FACULTY MEMBERS ON tenure track appointments must generally reconcile the competing demands made on their time by each of the traditional tasks of an academic — teaching, research, and service.

Tenure criteria almost universally weigh service less heavily than teaching or research. Yet the demands of committee work and other "voluntary" projects will often appear more pressing and immediate since they often require regular attendance at meetings and involve short term deadlines.

Moreover, a junior faculty member may feel pressure not to decline committee assignments for fear of souring his or her rapport with senior colleagues. These pressures can be particularly intense for women faculty members, who often face heavy demands for participation on committees wishing to improve their gender representation.

Under these circumstances, the task of developing a research program may get stalled by the weight of service commitments.

However, tenure criteria generally do not permit even outstanding service to be substituted for evidence of a satisfactory research program. All too frequently, faculty members find themselves nearing the end of their probationary period with a thin record of research, which cannot be offset by the exemplary record of service that may be largely responsible for it.

Such cases raise important questions. Is the faculty member to be held solely responsible for his or her use of time? If not, what can be done to remedy the situation, particularly in cases where the criteria for tenure have not been met?

A recent arbitral award covering the case of Dr. Cheryl Harvey (Wilfrid Laurier University) takes an enlightened look at such problems and may be instructive not only to junior faculty members but also to their senior colleagues and university administrators.

Dr. Harvey's application for tenure was rejected by the university president after conflicting, close vote recommendations from the department and senate committees. The basis for the president's decision was that, while Dr. Harvey's teaching was good and her record of service strong, her research productivity was insufficient. Dr. Harvey grieved the president's recommendation, and her case was taken to arbitration.

While the arbitration board agreed with the president's assessment, this did not end the matter. The board went on to consider whether Dr. Harvey had been given a fair chance to meet the tenure criteria set out in the collective agreement.

In so doing the board took a close look at how committee work was distributed in Dr. Harvey's department, the Department of Business. The board concluded that Dr. Harvey had in fact not been given a fair chance to meet the tenure criteria and that the way in which committee work was assigned to her was a major contributing factor in this situation. Moreover, the board went on to provide a remedy appropriate to Dr. Harvey's case.

On comparing Dr. Harvey's committee load to that of other members in her department the board found it to be heavier than the average. However, this was not in itself sufficient to prove that Dr. Harvey had not been given a fair chance to meet the tenure criteria. The board expressed the view that in general, a faculty member's colleagues, especially those without any administrative authority over her, cannot be expected to inquire into whether that faculty member is already spending too much time on service tasks before inviting her to do more of the same.

However, the arbitration board paid particular attention to the fact that the university administration itself played a role in encouraging Dr. Harvey to accept an additional, heavy assignment at a time when her committee load was already excessive. In particular, when Dr. Harvey was invited by her area head to assume that position once he stepped down, the invitation was made with the acquiescence or indirect encouragement of the departmental and university administration.

In extending this invitation, the area head was acting on the wishes of the university administration to appoint more women to positions of responsibility and in particular the position of area head. Moreover, Dr. Harvey's appointment itself was made by the faculty administration.

The board found that "in these circumstances, the university has to take some responsibility for the consequences of encouraging an untenured faculty member to take on an administrative load of a magnitude which acts as an impediment to meeting the standards for tenure."

By failing to provide Dr. Harvey with a fair chance to meet the criteria the university had breached the collective agreement. One clear implication of this case is that university administrations wishing to improve the gender balance of administrative assignments will need to be attentive to the service workload of the women whose participation they encourage.

With respect to remedy, the board ruled that "the only appropriate and effective way to remedy that failure is to give her the fair opportunity which she has not yet had, by deferring her tenure application to a later time, and ordering the university to consider it at that time."

While the collective agreement did not specifically grant the arbitration board the power to make such an order, the board ruled that its ability to grant such a remedy was inherent in its power to adjudicate differences between the parties.

On the facts of her case, Dr. Harvey was granted a two-year extension of her probationary period.

Dr. Harvey's case was argued on behalf of the Wilfrid Laurier Faculty Association by Mariette Blanchette of CAUT's legal staff. Copies of the case are available on request from CAUT. ■

(Kevin Banks is a professional officer in the collective bargaining section at CAUT.)

TAX FACTS

Housing Compensation

Transfer Could Be Costly

BY STEVEN DYCK

Among the factors inhibiting labour mobility in Canada is the differential in house prices between regions. A transfer to Toronto or Vancouver is difficult for people in smaller centres, who would face much higher housing costs. To entice people to move, employers frequently offer incentives including compensation for such economic loss. These payments have attracted the attention of Revenue Canada, and after a March 1994 decision by the Federal Court of Appeal (leave to appeal to the Supreme Court dismissed in October), great care must now be taken to avoid such inducements being taxable.

Phillips moved from Moncton to Winnipeg in 1987, and had to spend $28,000 extra to get comparable housing in Winnipeg. His employer paid him $10,000 in view of Winnipeg's higher housing costs. Lower courts held this was a non-taxable reimbursement for employment expenses, but the Federal Court of Appeal said it increased his net worth by $10,000 and was thus taxable, failing to meet the criteria for tax-free benefits. Once it was determined he received the money as an employee, it remained to be decided "whether the $10,000 payment was a non-taxable reimbursement of an expense incurred as a consequence of employment."

In answering this, the court approved the 1968 *Ransom* case which says "reimbursement by an employer for the loss suffered in selling a house following a job transfer is not taxable to the extent that the payment reflects the employee's actual loss." Actual losses arising on a sale include capital loss (e.g. because the employee had to sell up hastily during a low point in the housing market), and higher interest costs if the employee must discharge a lower-rate mortgage and take out one at a higher rate. The court distinguished these losses from the higher expenses incurred by living in a more expensive city, including for housing.

The rationale was equity as between different employees: Phillips should not have to bear a capital loss arising from selling his Moncton home at his employer's direction when other Moncton employees did not; but he should not get an advantage over his fellow employees in Winnipeg, who faced the same cost of living as he and paid tax on all their income.

This does not close the door by any means on tax-free compensation to employees moved between cities, but it requires that care be taken in assessing where it is possible, and in defining and quantifying the loss. ■

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Grievance/Arbitration Conference

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TOPICS TO BE ADDRESSED
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- Duty of Fair Representation
- Workplace Safety— Threats, Violence, Harassment and Intimidation
- Preparing and Presenting Grievances

WHO SHOULD ATTEND?
This conference presents an opportunity for grievance officers from faculty associations to get together to share information and ideas, and to learn about and debate the current topics and concerns in grievance and arbitration on university campuses. Interested members of faculty associations are also welcome to attend.

For further information and registration, contact Nancy Gordon or Kevin Banks at 613.820.2270

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À VENIR...

du vendredi soir 10 février au dimanche midi 12 février 1995
Westin Harbour Castle, Toronto

SUJETS QUI SERONT ABORDÉS
- La fraude et la conduite frauduleuse
- L'équité dans les procédures en vertu des politiques sur le harcèlement sexuel
- Le devoir de représentation équitable
- La sécurité au travail— Menaces, violence, harcèlement et intimidation
- La préparation et la présentation des griefs

S'ADRESSE À QUI?
La conférence offre aux agents de grief des associations de professeurs l'occasion de partager des renseignements et des idées, de s'informer sur les sujets et les préoccupations de l'heure en matière de grief et d'arbitrage dans les universités et d'en discuter. La conférence s'adresse également aux membres intéressés des associations de professeurs.

Pour obtenir des informations ou pour vous inscrire, téléphoner à Nancy Gordon ou à Kevin Banks au 613.820.2270

Consortium Lobby

Federal Support for Research Tops Agenda

BY KERRY BADGLEY

THE NATIONAL CONsortium of Scientific and Educational Societies zeroed in on the federal government's role in supporting academic and government research when it held its annual lobby in Ottawa recently.

Over a period of five days, from Nov. 13 to 18, consortium members met with some 70 Members of Parliament to make their concerns known.

Five Cabinet Ministers, Marcel Massé (President of the Privy Council and Minister of Intergovernmental Affairs), John Manley (Minister of Industry), Jon Gerrard (Secretary of State for Science, Research and Development), Diane Marleau (Minister of Health), and Herb Gray (Solicitor General) met with consortium members, as did Opposition Leader Lucien Bouchard and Conservative Leader Jean Charest.

Three areas were highlighted as being central to any science policy the government might develop: the federal research granting councils, federal government laboratories and EPF cash transfers to the provinces.

Funding for Canada's three research granting councils (the Natural Sciences and Engineering Research Council, the Social Sciences and Humanities Research Council, and the Medical Research Council) was high on the agenda. All three are leaders in promoting high quality research, have been instrumental in fostering links between universities and industries in research, and enjoy a high international standing.

Despite this, in terms of constant dollars, the funding these councils receive has effectively stagnated in recent years. Lobbyists recommended the government should fulfil the promise made in the 1994 budget to maintain the existing budgets of the councils this year and to increase them by 1.5 per cent per year after that. It was suggested, in fact, that government support to the councils should increase as the economy recovers.

Lobbyists pointed out that federal government laboratories play a vital role in agriculture, the environment, fisheries, health, communications and many other areas. The nature of research carried out by federal departments, research organizations and other government agencies often cannot be undertaken by the private sector.

It was also shown that Canada spends less of its GNP on government research than many other industrial powers, including the United States, the United Kingdom, Germany and France.

In recent years factors such as inadequate financial support, inconsistent policy direction, and an overemphasis on cost recovery have hindered federal researchers' efforts to pursue their work effectively. What is needed is a coherent policy regarding government research, including adequate financial support.

The case for the importance of research and development was generally emphasized. In an increasingly technologically-driven world, research and development is vitally important to a country's economic and social well-being. Without adequate government support, Canada will inevitably lose ground in terms of international competitiveness, job creation and overall quality of life.

Lobbyists stressed the potential benefits that would result from a coherent science policy that adequately supported research: international competitiveness, more efficient use of resources, increased prosperity, enhanced social well-being and job creation.

On the subject of EPF transfers to the provinces (money transferred by the federal government in the form of tax points and cash transfers to the provinces in respect of post-secondary education), lobbyists responded to the leaked Treasury Board documents which indicated that the federal government intends to eliminate the $2.6 billion in cash transfers over the next three years.

Even though some of this money would be put into income contingent student loans, such a move means that at least $1.6 billion would disappear altogether, more in subsequent years. This is seen as an unfair hit directed towards Canada's universities and colleges, which have already lost more than $8 billion since 1986 due to EPF cuts by previous governments.

Lobbyists suggested that if the government were intent on eliminating the cash portion of the transfers, some of the money could be redirected to increase the budgets of the three granting councils, to fund the indirect costs of research, to fund library networks and to increase assistance to research in small universities.

Lobbyists presented MPs with briefing documents on all these issues, and gave examples of Canada's research achievements. In addition, it was pointed out that the Clinton administration, recognizing the importance of science and technology, introduced a comprehensive science policy last August which committed the U.S. government to providing increased support for basic research and for the increased use of federal funds in university research.

Consortium Chairperson Dr. Jean Georges Lengellé believes the 1994 lobby was a decided success. Lobbyists found the MPs receptive and enthusiastic and Lengellé was pleased to find that virtually all who met with consortium representatives "followed our views very closely."

Undoubtedly, developments on Parliament Hill — including how the government responds to the final report of this summer's science and technology review consultations — will be watched closely by consortium members. ■

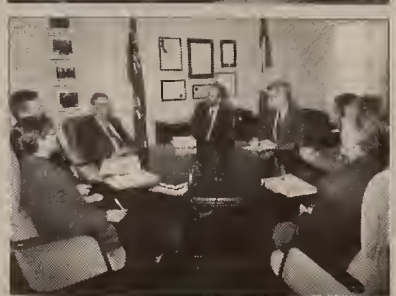
(Kerry Badgley is a doctoral student in the history department at Carleton University.)

LE CONSORTIUM NATIONAL DES SOCIÉTÉS scientifiques et pédagogiques a tenu son lobby annuel du 13 au 18 novembre. Selon son président, Jean Georges Lengellé, l'exercice a été très concluant.

Le Consortium a rencontré 70 députés fédéraux et a axé son action sur le rôle du gouvernement dans le financement de la recherche universitaire et gouvernementale. Les lobbyistes se sont attardés à trois secteurs: les conseils de recherches, les laboratoires fédéraux et les transferts en espèces aux provinces.

Les lobbyistes ont traité du financement des conseils de recherches, qui stagne depuis quelques années, et ont proposé que le fédéral augmente leur budget avec la reprise économique. Ils ont également prôné une politique cohérente pour la recherche gouvernementale accompagnée d'une aide financière suffisante.

Enfin, si le fédéral élimine le volet en espèces des transferts, les lobbyistes on suggéré qu'une partie de ces sommes soient réaffectées à des secteurs où le gouvernement est présent.



LOBBY WEEK

Jean Georges Lengellé addresses Consortium members during lobby briefing (top). Among other issues, the Consortium planned to discuss with MPs the importance of R&D, the budgets of the federal research councils & the need for a proper balance between basic & applied research.

Consortium lobbyists with MPs Lucien Bouchard (middle), Jon Gerrard & John Manley (bottom).

Contingent Loans, for the Debt that Lasts

BY ROBERT SHEPPARD

NOTHING ROCKS MY Presbyterian soul more than the current wave of governmental and academic thinking to "privatize" the country's debt.

Federal Human Resources Minister Lloyd Axworthy made the first hesitant proposal along these lines a few weeks ago in his white paper on social reforms. He floated the idea of cutting federal grants to universities (through the provinces) and allowing students to shoulder more of the burden of their educations by taking on large, federally sponsored loans that would be "income-contingent."

That is, the loans would be paid back over a longer period based on the recipients' ability to pay. Those with good jobs could pay them off sooner; those who earned less would bear a smaller annual repayment load but take a longer time to get out of debt. To get around the administrative difficulties, recipients would have to sign over their futures to the tax collector, so their student debts could follow them from job to job.

It sounds fair. But it's a devilish idea that should be nipped in the bud.

Forget for the moment some of the unstated aspects of the loan scheme and the cutbacks: that universities would lose a great deal of their ability to plan ahead or be a haven in recessionary times; that tuitions would undoubtedly rise in tandem with the cuts in direct federal grants; and that this is being put forward by a government whose existing student-loan program has already run up $1-billion in bad debts.

This is a proposal that would effectively

See CONTINGENT LOANS... Page 7 ☞

THE NATIONAL CONSORTIUM
of Scientific and Educational Societies

The National Consortium of Scientific and Educational Societies, founded in the seventies by CAUT and the Canadian Federation of Biological Societies, is now an alliance of 25 national organizations involved in public policy questions relating to university and government research and related higher education problems. The Chair of the Consortium is Dr. Jean Georges Lengellé of the Université du Québec à Hull, and the Secretary is Kerry Badgley. The address of the secretariat is 2675 Queensview Drive, Ottawa, ON K2B 8K2.

Facing Off with the Finance Committee

FROM PAGE 1

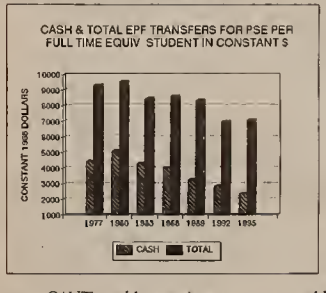
• The government should honour the promises in the Red Book and in Mr. Martin's 1994 budget to maintain the stability of the budgets of the three research councils and to increase them by 1.5 pet cent in each of the next two years;

"If we do not have an intelligent, informed, 21st century knowledge level of human resources in Canada, how can we compete on the world markets? This is the difference between the Tories and the Liberals. We look on education. We look on bolstering the handicapped and training them. We look on curing the sick not as a privilege that should be the subject of deficit cuts. These are investments in human resources. So there is a fundamental difference of philosophy between us."

Jim Peterson M.P., Chair of the House of Commons Standing Committee on Human Resources, 2 May 1989

• CAUT recognizes the federal government has legitimate complaints about the structure of EPF payments, but suggests the better solution is either to reform EPF or a return to cost-sharing. In the event that Ottawa effectively abolishes the transfer payments for post-secondary education which currently total $1.6 billion, CAUT suggests the funds be transferred to a group of programs for support of research and of student aid;

The future of EPF — a drastic and unfair hit on higher education.



• CAUT would put to its governing council the question of tax expenditures, new taxes and interest. The CAUT presentation noted the foregone revenue, because Ottawa does not tax the winners of lotteries, horse track and other betting, amounts to $860 million. These funds are virtually equal to the combined budgets of the three federal granting agencies. CAUT was also on record as opposing the taxation of health and dental benefits since this seemed likely to destroy these plans, particularly the dental ones, thus leading to more ill health and more costs to the state in the long term; and

• CAUT was opposed to the income contingency repayment plan as proposed by the federal government and noted it would result in the doubling of student fees in two years. It recommended some of the EPF funds go into student aid.

There was not much time for discussion with the finance committee. Reform MP Ray Speaker noted his party's polling in Alberta indicated higher education was just behind health in the priorities of the electorate. The Reform MPs did not recommend the abolition of the federal funds but said they should go as cash vouchers to students to be spent in the institutions of higher learning of their choice. Liberal MP Bill Graham noted he was a member of CAUT and supported the view that some of the EPF funds should be diverted to assist university research.

He disagreed about the level of fees which students should have to pay.

The academic community was divided in its recommendation to the finance committee. The day before at its hearing, AUCC had accepted from the outset a $600 million cut in EPF as the universities' contribution to cutting the deficit. It then argued the remainder should be used to fund an income contingency repayment plan ($1 billion), university research ($500 million), and continued transfers to the provinces ($500 million).

It strongly attacked the government for proposing to double fees in two years and said its plan for an increase of 50 per cent would be fairer. AUCC noted the government's plans would make fee levels at Canadian universities higher than all but three per cent of four-yeat public higher education institutions in the United States.

The Canadian Fedetation of Students vigotously attacked the income contingency loan plan. It had already atgued to the Human Resources Committee that there is now an unacceptable level of debt and the government's proposals would make the situation much worse. Such debt levels, it said, would discourage low-income students from pursuing higher education. The students' opposition culminated in a demonstration outside the Parliament buildings. ■

Réaction de l'ACPPU

Devant le Comité des finances

TÉMOIGNANT DEVANT le Comité des finances, Alan Andrews, président sortant de l'ACPPU, a rappelé au président du comité, Jim Peterson, les discours qu'il avait prononcés sur le financement de la recherche et des universités lorsqu'il était dans l'opposition.

M. Peterson, a répondu à la blague: «J'espère qu'ils étaient brillants.» M. Andrews lui a répliqué qu'ils étaient pertinents parce qu'il avait souligné le coup énorme encaissé par l'enseignement postsecondaire lorsque les Conservateurs ont modifié la formule des paiements de transfert au titre de l'enseignement postsecondaire. M. Peterson s'en était alors plaint avec beaucoup de vigueur, a ajouté M. Andrews.

Il fallait tenir compte de ces réductions considérables lorsque le Comité des finances était en train d'évaluer le budget futur des accords fiscaux, a déclaré M. Andrews.

M. Andrews a également mentionné que les gouvernements libéraux de Louis Saint-Laurent, Lester Pearson et Pierre Trudeau avaient créé le système moderne de soutien fédéral à la recherche universitaire et à l'enseignement postsecondaire. Or, il semble que le gouvernement libéral actuel s'apprête á le démanteler.

Le mémoire de l'ACPPU portait sur cinq grands points :

• L'examen d'une stratégie scientifique et technologique avait fait naître l'espoir que le gouvernement propose une nouvelle stratégie scientifique audacieuse qui permettrait au Canada de demeurer concurrentiel et à laquelle les universités et les collèges souhaitaient participer. Si les consultations aboutissent à une série de compressions budgétaires, le moral des troupes sera miné et le cynisme, ravivé;

• Le gouvernement devrait respecter les engagements contenus dans le Livre rouge et dans le budget de 1994 de M. Martin visant à stabiliser le budget des trois conseils de recherches et de le hausser de 1,5 p. 100 pout chacune des deux années suivantes;

• Si le gouvernement fédéral abolit les paiements de transfert au titre de l'enseignement postsecondaire, qui s'élèvent actuellement à 1,6 milliard de dollars, l'ACPPU propose que les fonds soient affectés au financement d'un groupe de programmes pour la recherche et l'aide financière aux étudiants. L'ACPPU réalise que le gouvernement n'est pas satisfait, et à bon droit, des modalités actuelles des paiements de transfert et propose une meilleure solurion consistant en une réforme du FPE ou à un retour au partage des coûts;

• L'ACPPU soumettra à son conseil d'administration la question des dépenses fiscales, des nouveaux inpôts et des intérêrs. Devant le comité, l'ACPPU a fait remarquer que le manque à gagner s'élèverait à 860 millions de dollars parce que le gouvernement fédéral n'impose plus les gains à la loterie, aux courses et au jeu. Cette somme est pratiquement égale aux budgets réunis des trois conseils subventionnaires. D'autre part, l'ACPPU s'est également opposée à l'imposition des régimes d'assurance-maladie et d'assurance dentaire qui risquerait de les détruire, surtout les régimes d'assurance dentaire. À long tetme, une telle mesure occasionnerait plus de soins de santé et plus de coûts pour l'État;

• L'ACPPU s'est opposée au projet fédétal de création d'un nouveau régime de prêts dont le remboursement est fonction du revenu. Ce projet doubletait les frais de scolarité en deux ans. Elle a recommandé qu'une partie des fonds du FPE soit injectée dans l'aide financière aux étudiants.

L'ACPPU a disposé de peu de temps pout discuter avec le Comité des finances. Le député réformiste Ray Speaker a fait remarquer qu'un sondage effectué par son parti en Alberta a révélé que l'enseignement supérieur arrivait derrière la santé dans les priorités de l'élecrorat. Il n'a pas recommandé l'abolition des fonds fédéraux mais il s'est montré en faveur de bons d'études en espèces que les étudiants dépenseraient dans l'établissement d'enseignement postsecondaire de leur choix. Le député Bill Graham a déclaré qu'il était membre de l'ACPPU et qu'il appuyait l'idée d'affecter une partie des deniers du FPE à la recherche universitaire.

CI-DESSUS:
Peterson, Speaker et Graham

Il était en outre contre le niveau des frais de scolarité que les étudiants devraient payer.

Le milieu universitaire a formulé au Comité des finances des recommandations partagées. La veille, lors de sa comparution, l'AUCC avait accepré dés le départ des compressions de 600 millions de dollars du FPE à titre de contribution des universités à la réduction du déficit. L'association a ensuite sourenu que le restant des somines devrait servir á financer un régime de remboursement des prêts fondé sur le revenu (*1* milliard de dollars), la recherche universitaire (500 millions de dollars) et les transferrs aux provinces (500 millions de dollars).

L'AUCC s'est vigoureusement élevée contre la proposition du gouvernement de doubler les frais de scolarité en deux ans et a sourenu que son projet d'une hausse de 50 p. 100 était plus juste. Elle a fait remarquer que, à cause des projets du gouvernement, les frais de scolarité des universités canadiennes allaient être supérieurs à ceux de 97 p. 100 des établissements publics d'enseignement supérieur américains offrant des programmes de quatre ans.

La Fédération canadienne des étudiants et des étudiantes a protesté contre le régime de prêts remboursables selon le revenu. Elle avait déjà soutenu devant le Comité des ressources humaines que le niveau d'endettement était déjà inacceptable et que le projet du gouvernement ne ferait qu'empirer les choses. Selon la Fédération, un tel niveau dissuaderait les étudiants à faible revenu de poursuivre des études supérieures. L'opposition des étudiants a culminé en une manifestation devant les édifices du Parlement. ■

EXACT ANALYSIS

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The 21st Century Mathematics

Heavy Duty Scam

How One Province Ignored Perils of Training for Profit

BY GARY DIMMOCK

IT WAS BOUND TO HAPPEN. And what happened is, arguably, the most palpable sign that something is amiss in handing training over to private-sector hands.

Even more damning, is that this controversial saga unfolds in Premier Frank McKenna's social laboratory that is New Brunswick, often revered by Ottawa as this nation's leader in encouraging private industry to manufacture employability.

But, as his government would later confess, it was an experiment gone wrong.

Here is the story that forced the New Brunswick government to review its Trade Schools Act, legislation that still fails to regulate the quality of learning at private training institutions across the province.

It was a brisk, autumn day like no other. Oct. 8, 1994, brought a new tide of scepticism over New Brunswick's respected private training grounds. And as quickly as the autumn warms replaced the pastels of summer, the fall revealed shocking truths behind one of the province's very profitable private learning institutions: The Glen Herrington heavy-equipment school.

Three kilometres south of New Brunswick's sleepy capital, Herrington's New Maryland-based trade school was about to become the centre of one of the most dramatic controversies ever to slap the provincial government face-on.

It's a story about wasted federal funds, the provincial student-loan grinder, a man accused of profiting from the woes of the unemployed and thousands of students left combing the countryside in search of jobs that don't exist.

In an exclusive Saturday edition story, New Brunswick's provincial daily, the *Telegraph Journal*, began exploring what would later become one of the year's most telling tales about the affairs of private training.

For three years, Glen Herrington, a stocky 47-year-old with a Grade Six education ran a profitable empire that purported to make "champions" out of young people by offering a four-week heavy-equipment program, licensed by the McKenna government.

The heavy-equipment kingpin's campy television ads lured thousands of students from across Atlantic Canada with slogans such as: "What I want to do is make a champion out of you."

His learning centre hinged on the hype surrounding construction of the fixed link and restoration of New Brunswick's patchwork of potholes.

Today, the province's plan to build an expressway has become a fading dream for Liberals who have been pressing for the divided highway since they seized power seven years ago.

And chances of landing a job on the $840 million bridge to Prince Edward Island aren't promising either.

In fact, studies by Ottawa and New Brunswick reveal a "surplus" of heavy-equipment operators in Atlantic Canada.

Despite their own reports that show no growth in the industry until 1998, both governments supported Herrington's infamous network financially.

And Herrington was able to attract thousands of students from across the country. Last year alone, 940 students — at $2,500 a pop — attended his month-long course in New Maryland.

Most tuition was funded by federal government-backed student loans, approved by the province.

If revenue from course fees is any indication of Herrington's success, $2,198,890 spells triumph. And last year's income of $430,058 breathes profit.

All of this at a time when graduates were complaining to government about learning little at the school.

In the wake of those complaints, the Department of Advanced Education and Training launched an independent investigation into alleged wrongdoing at Herrington's school, which is legally owned by his wife Wilma.

In turn, the province hired Dr. Wendell Thompson, a Canadian expert in vocational education and former director under 1960s premier Louis Robichaud.

For Thompson, investigating the trade school proved troublesome as the Herringtons refused to open their business books and student attendance records to the independent investigator.

"It appeared the school records had either been removed or destroyed, possibly in an attempt to frustrate the investigation," wrote Thompson in his report, which was first publicized in the *Telegraph Journal* seven months later.

But the 74 four-year-old who holds a degree in industrial education from Bradley University in Peoria, Ill. forged ahead. Here are the shocking highlights of the Thompson report which was obtained by the *Telegraph Journal*:

• No one fails the course.

• Almost all instructors of the four-week course were recent graduates of the program and did not have any practical experience.

• Herringron admitted paying a non-registered recruiter to round up students.

• Herrington admitted paying students to recruit more students.

• Some instructors did not have proper registration or licences.

• Thompson alleges that some instructors said that Herrington told them to lie about their experience.

The March, 1994 report recommends that the government revoke the school's licence and shut down the Herrington program "indefinitely."

"The operation, in my view, is patently nothing more than a student loan mill, geared towards processing not students but their student loans," charged the expert hired to probe the outfit that reaped 90 per cent of its tuition from government-backed loans.

"The program seems to be geared solely towards profiting on the unfortunate situation of the young and unemployed. All a student apparently needs to enrol is a student loan, and little or no concern is apparent for the quality of the program, its acceptability for potential employers, or limitations of enrolment in light of the depressed situation of the job market," said the author of the report.

So why did Advanced Education Minister Camille Theriault, the man in charge of training in New Brunswick, keep the school open?

Well, his own words in a decision on the matter clearly suggest McKenna's pro-business government was more troubled over the plight of Herrington's outfit than with the quality of education offered.

Though the minister acknowledged the Herrington school "clearly" breached the Trade Schools Act, Theriault overruled Thompson's recommendation to revoke the school's licence.

"However, I am not inclined in the circumstances to cancel or withhold registration of the trade school. Mr. Herrington does not have a background in the training industry, and it is reasonable to expect the course to improve with experience.

"The operator has also invested heavily in purchasing equipment, and a suspension of registration even for a short time would be disastrous to the business."

After all, the man in charge of the province's training was "satisfied" that students received the "basics."

So Theriault kept the Herrington school doors open, with conditional hinges, that is.

In a recent interview, Theriault could only say he "would hope" that his department was in fact monitoring the school's compliance with the new conditions of operations, basic requirements under the act.

"We have those conditions. And we take the conditions very seriously. And we will not tolerate those not being respected," the minister said in an interview.

But it appears the McKenna government was not very serious at all.

Following that interview, the *Telegraph Journal* proved the trade-school business had clearly strayed from the minister's 10 commandments of operation.

One of the chief criticisms levelled by the Thompson report was that courses were taught by people who had just graduated themselves.

Acting on that leading censure, Theriault tuled that all instructors of the school must have at least two years' hands-on experience in the trade within the last five years.

Of the two heavy-equipment instructors teaching at the time, both were offered instructor jobs on the day of graduation from the four-week course. And both possess little experience in the field.

Another condition Theriault imposed was that all students receive and sign documents acknowledging their tuition refund rights under the Trade Schools Act.

At the time, only half of students enrolled in the course were given such documents to sign.

Under a national media glare in the wake of those revelations, Theriault launched another probe into alleged wrongdoing at the school to find out whether Herrington was playing by the new rules.

During that week-long investigation, a beleaguered Herrington threw in the towel and temporarily shut down the school on his own accord, pending the outcome of the investigation.

"I had an idea and I played within the law.

"Profit is not a dirty word," said Herrington the day after he told Advanced Education officials he was closing the school.

But the temporary recess turned permanent on Nov. 3 as Theriault quickly read the final chapter of the Glen Herrington "saga" before a mob of reporters.

After weeks of public criticism that he ignored a government report that recommended closing the school, Theriault officially revoked Herrington's operating licence.

He brought both the heavy-equipment and tractor-trailer courses to a halt, and announced there will be a review of the Trade Schools Act, which governs that provinces' private training schools.

And the findings of that review will ultimately rewrite legislation on how New Brunswick polices private trade schools.

The embattled cabinet minister said the review will pitch two major questions to industry stakeholders.

"To what degree do taxpayers want government to regulate the quality of education at all private institutions"

"And the other question is the whole issue of student aid: Should governments be providing student aid in training where there is a low-labour market demand?"

As for tuition refunds for students who attended the school during the months when the government knew problems existed, Theriault said his department has "absolutely no legal obligation."

That will undoubtedly be challenged in court as several students have hired lawyers in a bid to receive refunds for little learning at the school, which was licensed by government officials who were well aware that allegations of wrongdoing existed.

To provincial Tory Leader Dennis Chlordane, government was clearly not living up to its advocacy role in the quality of education.

And government's priority should rest with education, not the finances of a business.

"What amazes me is that when you read the report, it's not wishy-washy at all. But Theriault turned it around and kept it open. It strikes me as unusual.

"I would suspect the only people benefitting from programs like these are the ones who own the business," charged Chlordane.

The PC boss also said if it was not for the "media exposé" the Herrington school would have kept on trucking.

What's even more shocking about the Herrington controversy is his background, which apparently was never a factor in the screening process when approving private training licences.

As it turns out, the man behind the profitable institution has been the centre of two RCMP investigations in the past, including one related to the business affairs of the school.

In fact, the RCMP says there's a common element in all the business ventures of the controversial trade school operator: a shield from legal judgements.

"Over the years, Herrington made himself immune from any judgements that might have been brought against him, by retaining very few assets in his name," wrote an investigating Mountie in a confidential police report.

The RCMP officer was investigating allegations that Herrington

See SCAM... Page 10 ☞

Students on the Hill Put Axworthy on the Spot

IT WAS A PERFECT LATE fall day. The students were lucky. About 14,000 of them from across the country, and their coalition partners, marched on Parliament Hill at noon on Nov. 16 to protest the Axworthy proposals which would cause the doubling of student fees in two years.

Buses arrived from Montreal. The rock band blared. The loud speakers resounded to chants. Placards were everywhere. The prize had to go to the one which said: "L'Enfer est rouge." It all had the atmosphere of a massive outdoor 1960's teach-in.

The national action day was organized by the Students' Federation of the University of Ottawa and sanctioned by the Canadian Federation of Students. The federation rejected the Liberal government's proposal to eliminate the $2.6 billion cash transfer payments in respect to post-secondary education and the shifting of this burden onto students' shoulders through a new tuition loan plan.

New Democratic MP Svend Robinson spoke to the crowd urging them to continue the fight against the Liberal proposals. So too did Conservative Leader Jean Charest, MP Chris Axworthy (NDP), MP Antoine Dubé (Bloc Québécois) and Maude Barlow (National chairperson, Council of Canadians).

CAUT Vice-President Bill Bruneau (UBC) congratulated the students on the quality of their organization of the rally and recognized that they were there in good faith. He went on to say, "We wonder if the same can be said of Mr. Axworthy?"

Lloyd Axworthy held off as long as he could before addressing the crowd. By then many of the students from Montreal had left for home, and the crowd had begun to thin. He was interrupted by booing and heckling and a barrage of eggs and dried macatoni. Mr. Axworthy was visibly angry at the students.

Earlier in the day Axworthy had said the government hadn't established any fixed position and that they had simply put out a "series of proposals." He went on to say he wasn't sure "whether the students are demonstrating against a set of ideas or whether they are simply to defend the status quo."

No doubt the macatoni and egg throwers did their cause little good with ordinary Canadians, but at least one reporter mused in her story that perhaps Mr. Axworthy, as a former hanger-on with Students for a Democratic Society during his university days in the United States, should not have been so upset by the mild Canadian version of direct action.

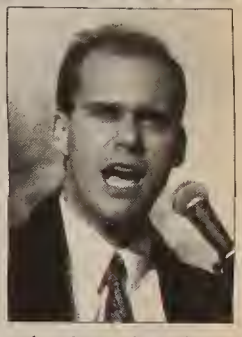
The Canadian Federation of Students is now organizing a National Day of Strike and Action on January 25.

"The Canadian Federation of Students has repeatedly proclaimed its commitment to working together to build a system of post-secondary education that would meet the objectives of both the federal government and the students," said Guy Caron, National chairperson of the CFS.

"Throughout this process, Axworthy has attempted to portray the federation as just another special interest group without any mandate. Our [440,000] members are determined to prove him wrong. On Jan. 25, Axworthy will hear from thousands of students from across the nation and this time he'd betrer be listening." ■

ABOVE: Students protest against fee increases on Parliament Hill.

RIGHT: Caron



Manif étudiante: Axworthy sur la sellette

LES ÉTUDIANTS ONT EU droit à une journée radieuse de fin d'automne pour leur manifestation. Ils étaient environ 14 000, venant des quatre coins du pays et accompagnés de leurs partenaires de coalition. Le 16 novembre, ils ont marché sur la colline parlementaire pour protester contre le projet de réforme du ministre Axworthy qui risque de faire doubler les frais de scolarité en deux ans.

Des autobus en provenance de Montréal sont arrivés. L'orchestre rock faisait retentir sa musique. La foule scandait des slogans qui résonnaient par les hauts parleurs. On voyait des pancartes partout. Quelqu'un a crié: «L'enfer est rouge.» On aurait dû lui décerner un prix. L'atmosphère qui régnait rappelait les grands colloques activistes en plein air des années 1960.

Cette journée nationale de protestation a été organisée par l'association étudiante de l'Université d'Ottawa avec l'accord de la Fédération canadienne des étudiantes et étudiants. La Fédération a rejeté le projet du gouvernement libéral d'éliminer le volet en espèces, se chiffrant à 2,6 milliards de dollars, des paiements de transfert au titre de l'enseignement postsecondaire et a reproché au gouvernement de vouloir se décharger sur le dos des étudiants en instituant un nouveau régime de prêts d'études.

Le député néo-démocrate, Svend Robinson, s'est adressé aux étudiants en les encourageant à continuer leur lutte contre les projets de réforme libéraux. Le chef des Conservateurs, Jean Chatest, le député néo-démocrate Chris Axworthy, le député bloquiste Antoine Dubé et la présidente nationale du Conseil des Canadiens, Maude Barlow, lui ont emboîté le pas.

Le vice-président de l'ACPPU, Bill Bruneau (UBC), a félicité les étudiants pour la qualité de l'organisation de leur manifestation et a admis qu'ils la faisaient de bonne foi. Il s'est demandé si l'on pouvait en dire autant de M. Axworthy.

Lloyd Axworthy s'est fait attendre aussi longtemps qu'il a pu avant de s'adresser aux manifestants. Lorsqu'il s'est présenté, nombre d'étudiants venus de Montréal étaient repartis et la foule commençait à être clairsemée. Copieusement hué au cours de son allocution, il a été la cible d'oeufs et de macaronis. Il n'a d'ailleurs pas caché sa colère.

Plus tôt au cours de la journée, il avait déclaré que le gouvernement n'avait pas adopté de position définitive et qu'il avait simplement avancé un ensemble de propositions. Il n'était pas certain si les étudiants manifestaient contre des idées ou pour défendre le statu quo.

Les manifestants qui ont lancé des oeufs et des macaronis n'ont certainement guère aidé leur cause auprès des Canadiens ordinaires. Une journaliste a toutefois écrit dans son journal que M. Axworthy, en tant qu'ancien permanent des Students for a Democratic Society pendant ses années universitaires aux États-Unis, n'aurait pas dû s'offusquer autant d'une version canadienne modérée de l'action directe.

La Fédération canadienne des étudiantes et étudiants est en train d'organiser une journée de grève nationale le 25 janvier prochain.

Selon son président national, Guy Caron, la Fédération canadienne des étudiantes et étudiants a à maintes reprises proclamé son engagement à travailler collectivement à la construction d'un système d'enseignement postsecondaire qui répondrait aux objectifs du gouvernement fédéral et des étudiants.

Il a poursuivi en déclarant que M. Axworthy, au cours de ce processus, avait tenté de représenter la fédération comme un simple groupe d'intérêt sans mandat. «Nos 440 000 membres sont déterminés à lui prouver le contraire. Le 25 janvier, Axworthy entendra des milliers d'étudiants de tout le pays et il fera mieux de les écouter.» ■

Contingent Loans, for the Debt that Lasts

FROM PAGE 4

place an unnecessarily high mortgage on higher education and put young people on a debt treadmill at exactly the wrong time in their lives — when they need room not encumbrances, to find their place in the world. And when they are already being called upon, as a generation and through the tax system, to pay for the free-spending ways of the past 20 years.

Unfortunately, this idea of income-contingent loans seems to be expanding.

A University of British Columbia professor proposes using income-contingent loans for child care. The rationale is that governments don't have the money to expand the existing number of child-care spaces as they have promised (too true), and that the absence of an adequate daycare system is preventing single parents and at-home spouses from entering the work force in appropriate numbers (a spottier thesis, which assumes there is an appropriately compensaring work force to enter).

As well, I know of at least a couple of provinces that are toying with the idea of "co-payments" or income-contingent loans for low-income earners who want to better their lot through job-training but don't fit the traditional schemes for getting people off welfare.

In all cases, the logic is that higher education (or at least job experience in the case of child care) will lead to better jobs and therefore the ability to pay back mote of the state-sponsored cost of higher education over time. It's a kind of *noblesse oblige*.

But it is also like betting on the future of pork bellies or gambling that oil prices will rise forever. Governments thought that at one time, too.

Sure, there are all sorts of studies showing that people with college educations tend to earn more over the long run. But each of us knows dozens of people with college degrees who never really graduate from modest income brackets and who would be saddled with a continuing debt (and perhaps credit problems) for long periods under an income-contingent scheme.

What's more, the job experts are telling us that the nature of work has changed in the 1990s, and that those entering the work force now should expect to be trained and retrained for perhaps four or five new jobs, at roughly the same pay levels, over the course of their careers. So how would they get off the loan-debt treadmill?

If this idea does take root in a serious way, those graduates who do land well-paying jobs (lawyers, say) could pay off their student loans that much sooner, thus widening the divide between the higher-earners and everyone else. Young families just starting out would have to budget their repayments for longer periods and so put off buying that new car or that first house or that darn kid's braces, the kind of purchases that make the economy go around. ■

(Reprinted with permission from The Globe and Mail, Oct. 31, 1994.)

Barbarism gets poor marks for bias

In her paper "Barbarism in the Academy" Gloria Sampson defines as barbarians those who are guilty of "sexist, racist, and ethnocentric acts." She does not define these acts anywhere but she does demand that they be punished by requiring the perpetrator to undergo mediational therapy or, failing that, that they be dismissed.

The nearest she comes to a definition is when she refers to an act, naturally one performed by a white male professor, which upsets students in a classroom. Later this act is described as an act which disturbs 'certain categories' of students, but we are never informed of the nature of the act or what categories of student were disturbed.

This undefined act against undefined students could apparently, be defined as barbaric by those who are civilized and democratic, but, beyond a brief quote from a 1957 book by Durkheim, we have little notion of what is meant by these terms, apart from a vague idea that they involve some conformity to a norm. Later references to the writings of Gadamer and Mestrowic obscure rather than add to the argument.

What is interesting is the reference to barbarians. As is well known this is a derogatory term devised by ancient Greeks — who, according to the author 'espoused virtues such as goodness, love, and justice' — to describe those inferior peoples, outside the compass of Greek civilization, whose languages they could not understand.

So what we have is a group of people who have defined civilization in their own terms and who basically seek to exclude those they do not comprehend. Not incidentally these same people, no doubt while espousing goodness, love and justice, were not only racist slave owners but were also quite sexist, elitist, and non-democratic.

Are we supposed to draw a parallel here, or are Sampson's references to barbarism and the ancient Greeks an unfortunate mistake based upon ignorance; the same ignorance which among other things, identifies Freud as the founder of psychology rather than psychoanalysis.

RAYMOND S. CORTEEN
Psychology, University of British Columbia

Glotia Sampson's commentary ("Barbarism in the Academy," October, 1994) was rich in unintentional irony. Several statements in the article convey Sampson's own biases which one might well consider barbaric by her definition.

For example, consider the stunningly succinct sentence "The concept of barbarism can help us understand why some highly educated, rational men behave in such prejudicial ways toward women and minority groups and why both men and women cognitively qualified to work in what is regarded as the paradigmatically civilized institution in our society behave in ways that clearly do not represent the ideal norms of a civilization that, from the time of the ancient Greeks, espoused virtues, such as goodness, love, and justice."

Later, Sampson adds "One component of this predisposition of sexist males and racists of either sex is the unwillingness to examine the self."

Sampson should examine her own clear predisposition to single out white males for negative stereotyping. In the process, she might also compare the status of women in ancient Greece and contemporary societies (African, in particular) with the status of women in Canada.

Sampson says "Consciousness confined to women and minority groups alone cannot sustain democracy." Men are indeed conscious of sexism and racism in our society, much of it directed toward white males by a new generation of rather uninformed feminist academics. Perhaps Sampson should expand her own consciousness. She might discover that many of the most sexist statements uttered in our universities roll glibly off the tongues of faculty in Women's Studies departments.

JAMES H. STEIGER
Psychology, University of British Columbia

Reader challenges 'anti-Sikh' writings

I am writing to comment on *UBC's Chair of Sikh Studies Stands Firm for Academic Freedom* (*Bulletin* September 1994.)

Dr. Oberoi was appointed to Panjabi Language, Literature and Sikh Studies at UBC in 1987. The Sikh community gave $350,000 of their hard earned money to UBC for this appointment. This was matched by the then federal Ministry of Multiculturalism. In good faith the Sikhs of Canada allowed the UBC administration to retain sole discretion over appointments and the research work conducted by the person holding this chair.

Now the Sikhs of Canada are told that academic freedom must be safeguarded by the university so as to keep its credibility.

Let us see why 150,000 Sikhs living in B.C. are upset. They are upset about the following anti-Sikh statements that Dr. Oberoi has made in his journal articles and his recent books entitled *The Construction of Religious Boundaries: Culture, Identity and Diversity — in the Sikh Tradition* (1994).

1. Adi Granth the Holy Scripture of the Sikhs is an amorphous book (C.R.B. p.22). According to Webster's Dictionary (1988 p.30), amorphous means, formless, having no crystalline form and unstratified.
2. Pure Sikhs imposed ideological blinkers on various complex forces producing many distortions in the understanding of the Sikhs (C.R.B. p.32). Western Sikh scholars will make Sikhism sociologically respectable (C.R.B. p.35).
3. Guru Granth Sahib the Sikh Holy book is an anthology.
4. The Adi Granth of the Sikh's is not unique (C.R.B. p.56).
5. Guru Nanak the founder of Sikh religion has no final identity in the early phases of the evolution of Sikhism.

These are some of the statements (more could be added) that have been written to hurt and cause pain in the community that made funds available so that Professor Oberoi could be hired to project Sikh heritage to Canadians.

It is a known fact that eurocentric social science researchers in the sixties were allowed to produce research that degraded the blacks, natives and women of North America. Even the guidelines given by the Social Science and Humanities Research Council of Canada 1993 have clearly stated that ethnic research which does not enhance the image of a community should be avoided (p.69).

I am questioning the motivation and arrogance of Dr. Oberoi to indulge in calling the Sikh sacred book amorphous. It is interesting that after making a group upset, Dr. Oberoi is provided shelter by the academic community without examining the facts. I see and fear a parallel between CAUT, the UBC Faculty Association and the UBC administration and the happenings at Concordia and the University of Saskatchewan.

My feeling is that the Sikh community is conveying a message to the defenders of academic freedom. Eurocentric research on Sikhism that tramples over their subjective faith and violates all norms set by SSHRC of Canada will not be tolerated. They are following the same path that blacks followed to stop the racist research done by Jensen and Rushton.

PROF. S.S. SODHI
Education, Dalhousie University

Ontario's PSE

FROM PAGE 1

report unless the government agreed to its publication at the same time as the minister received it.

No openness — no report would be a good model. All OCUA reports and memoranda to the minister should be open, so too should all the files in the Ministry with suggestions and comments from the senior bureaucracy.

Dr. Lorimer noted that the OCUA models, particularly Model C, suggested the NDP government was once again going to attack the collective agreements of university faculties with the well-known neo-Thatcherite slogan of flexibility.

CAUT attacked the new structures proposed by OCUA, rejecting the view that teaching should be separated from research, and arguing against the OCUA definition of research. It pointed out, as had OCUFA, that one of the key pieces of evidence used by OCUA that teaching and research had little to do with each other had omitted the sentences which said the exact opposite.

It suggested the OCUA vision that two or three years of undergraduate work would be taught by those without a research degree and with no research commitment to their fields was already to be found in the community college system in the United States where, even though most were set up as transfer institutions, less than 25 per cent of students complete a four-year degree.

CAUT argued that to base provincial funding on contracts with each university for separate research, teaching and service components would be the death knell of academic freedom in the province. It would inexorably lead to a situation where the provincial government would decide what political science courses it would purchase or what economics courses. It would not be hard to guess what would and would not be funded. Direct funding of this kind would lead to micromanagement of the system by the bureaucrats in Queen's Park, and to governance through question period in the legislature.

The OCUA documentation does not discuss the issue of academic freedom seriously but assumes the contractual system would only be used to increase student numbers, significantly cut back the research work of the universities, and eliminate internal self-government.

CAUT also attacked the view that the Ontario government should create a formal system of tiered universities. It noted that in 1984 the then Conservative government set up a commission, chaired by Senator Bovey, a well-known Ontario business leader. The then minister lectured the commission with much the same ideas and conventional wisdom about the need for governmental intrusion to force differentiation on a reluctant system as was expressed in 1994 by the NDP minister to OCUA.

The commission instead found "...universities were to a considerable degree already differentiated, in terms of their roles and missions, both in undergraduate, professional and graduate education and in research." The province, it noted, should support this differentiation which the system had responsibly created itself.

The commission advised the government "not to designate institutional character or to limit a university by sectoral areas of involvement. If quality, adaptability and vitality are to be enhanced, major reliance must be placed upon institutional initiative, fostered as far as possible by incentives, and not by top-down fiats. Rationalization by dictated differentiation is likely to involve the development of a costly layer of centralized bureaucracy with an attendant stifling impact on initiative and creativity."

Senator Bovey suggested the emphasis should be placed on a competitive system that rewards excellence within financial boundaries set by coordinating bodies. "We reject the notion that universities should be formally designated by a central body as to their type, or placed in rigid categories."

CAUT noted that a coordinating body already existed at the graduate level in Ontario and was being created at the undergraduate level and proposed that if OCUA did not like these models, it should suggest reforms.

The Bovey Commission was also prescient enough to note in 1984 that computer technology had changed the situation regarding adaptability and cooperation. CAUT noted that both the federal and provincial governments had recognized this new reality by the creation of research networks of excellence which brought together researchers in different institutions of varying size across the province, the country and internationally to focus on particular areas of research. This model should be developed by OCUA instead of the NDP's old-fashioned bureaucratic obsessions about formal tiering and rule from Queen's Park.

Furthermore, OCUA had adopted the accusatory rhetoric of the minister and failed to notice that universities across the provinces had created a great variety of co-operative models where this seemed academically and financially sensible. It would, said, CAUT, be better to build on these rather than ignore them.

The surprising similarity between the views of the Conservative minister in 1984 and those of the NDP minister in 1994 suggest the ministers may be the prisoners of a senior bureaucracy that has always believed it could run the universities better than the universities themselves.

Dr. Lorimer said CAUT found it remarkable that Senator Bovey had had the political courage and good sense to rise above the political agenda set by the then Tory government, and depressing that OCUA, in similar circumstances, has not. ■

Library Statistics
Statistiques sur les bibliothèques

FOR SEVERAL YEARS, the Association of Research Libraries (ARL) has compiled statistical data of member institutions. Such data have included total volumes, volumes added, current serials and permanent staff. These figures have been published annually in the *Chronicle of Higher Education (CHE)* and reprinted in the CAUT *Bulletin*.

Because neither the ARL statistics, nor those of the Canadian Association of Research Libraries (CARL) include numbers for Canadian university libraries other than their respective members, CAUT undertook to compile similar data to those of ARL and CARL nationally. The following tables reflect information gathered from a questionnaire sent to the office of the Chief Librarian or Director of Libraries at each Canadian university and affiliated or associated college. Other sources used in the compilation of these tables by CAUT Research are indicated accordingly.

Unlike the surveys of ARL and *Maclean's*, there has been no attempt to rank the libraries. Nor does this survey measure libraries' services, quality of their collections or success in meeting users' needs. No index was instituted to compare the relative size of university libraries, unlike the ARL survey. Unless otherwise noted, these data apply to the 1992/1993 academic year. ■

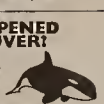
L'ASSOCIATION DE RE-search Libraries (ARL) compile depuis de nombreuses années des statistiques de ses établissements membres. Ces données comprennent les volumes totaux, les volumes ajoutés, les publications courantes et le personnel permanent. Les statistiques sont publiées chaque année dans le *Chronicle of Higher Education (CHE)* et reproduites dans le *Bulletin* de l'ACPPU.

Étant donné que ni les statistiques de l'ARL ni celles de l'Association canadienne des bibliothèques de recherche du Canada (ABRC) n'incluent de données pour les bibliothèques universitaires canadiennes autres que celles pour leurs membres respectifs, l'ACPPU a entrepris de compiler des données semblables à l'échelle nationale. Les tableaux ci-dessous reflètent les renseignements recueillis à l'aide des questionnaires envoyés au bureau des bibliothécaires en chef ou des directeurs de bibliothèque de chaque université et collège affilié ou associé canadien. Les autres sources utilisées par la section de recherche de l'ACPPU pour la compilation des tableaux sont indiquées en conséquence.

L'ACPPU n'a pas tenté de classer les bibliothèques, au contraire des sondages de l'ARL et de *Maclean's*. L'enquête n'évalue pas non plus les services des bibliothèques, la qualité de leurs collections ou leur degré de réussite à satisfaire les besoins des usagers. Aucun index n'a été créé pour comparer la taille relative des bibliothèques universitaires, contrairement à l'enquête de l'ARL. À moins d'indication contraire, les données s'appliquent à l'année universitaire 1992-1993. ■

WHAT HAPPENED IN VANCOUVER?

Catch all the details in the January 1995 issue of the Bulletin.



LIBRARIANS' CONFERENCE REPORT

CAUT SURVEY RESPONSES

INSTITUTION	TOTAL VOLUMES IN UNIVERSITY LIBRARY	TOTAL VOLUMES ADDED (TO THE COLLECTION OF THE PREVIOUS FISCAL YEAR)	TOTAL CURRENT SERIALS	TOTAL PERMANENT STAFF (FULL-TIME EQUIVALENTS)	TOTAL OPERATING EXPENDITURES	PER FULL-TIME EQUIVALENT STUDENT EXPENDITURES (TOTAL LIBRARY OPERATING EXPENDITURES DIVIDED BY FTE CURRENT YEAR STUDENT ENROLMENT)
BISHOP'S	427,886	16,428	2,334	31 7	$1,863,986	$588 94
BROCK	980,250 print volume equivalents	36,300	3,336	66.91	$4,356,920	$525.80
LAURENTIAN	1,250,602	64,057	3,703	50	$4,451,261	$751
LETHBRIDGE	1,083,444	37,322	2,330	39	$1,736,232	$365.22
MCGILL	2,766,775	59,358	18,524	279	$17,469,932 (figure provided includes salaries, materials, and all special funds)	$762 31
MONCTON	63,688	683	13 29 834 13,950	8 2	$335,947	$445
ÉCOLE DES HAUTES ETUDES COMMERCIALES	308,057	10,214	7,389	40	$2,454,615	$475.20
ÉCOLE DE TECHNOLOGIE SUPÉRIEURE	37,540	5,877	598	13	$348,730	$348,730 divided by 1865 EETC = $187
UNIVERSITE DE MONTRÉAL	2,159,849	68,391	10,860	176.62	$11,459,745	$473.76
OISE	282,089 + 523,686 microforms + 18,595 other	5,906	2,214	39.9 (excluding ONTERIS Project)	$2,153,792 (excluding ONTERIS Project)	$1,753.90
PEI	295,000	3,400	1,749 titles	28	$2,221,788 (includes acquisitions budgets)	$2,221,788 divided by 3,000 = $741
REGINA	1,007,240 print 1,190,967 non print 3,378.2 linear feet of archival storage	18,466 print 2,246 non print 126 2 linear feet of archival storage	3,447 titles	77	$4,993,340	$566.65 per student (8,812 FTE)
RYERSON	329,203	8,305	3,239	78	$3,872,872	$323
ST. FRANCIS XAVIER	726,776	13,619	1,471	32.32	$1,834,345	$520.27
ST. FRANCIS XAVIER Angus L. Macdonald Library	5,815	413	86	.75	$11,629	N/A
VICTORIA	250,000	5,200	513	21	$1,480,000	$54.33
WESTERN	2,104,301 volumes In addition Microforms: 2,866,316 items Others (audio, video, graphic, cartographic, machine readable) 952,959 items	Volumes added: 68,855 Microforms: 137,486 items Others: 30,614	18,770	227	$15,695,328	$681.28 FTE for 23,038 FTEs
WINNIPEG	503,887	13,105	2,150	41	$2,547,293	$641.47
COLLEGE OF NEW CALEDONIA	105,190	2,900	720 subscriptions	16.2	$893,804	$350
COLLEGE OF THE CARIBOO	87,478	9,496	1,893	24	$1,035,739 plus degree grant ($435,716)	$327
COLLEGE OF THE FRASER VALLEY	71,450	8,464	982	16	$710,283	$263
KING'S COLLEGE	93,141	2,765	580	9	$552,148	$336.66
EAST KOOTENAY COLLEGE	N/A	3,043	425	12.80	$545,182	$453
KWANTLEN COLLEGE	97,007	3,367	700	28 5	$1,782,069	$341.65

CARL MEMBERS' STATISTICS

INSTITUTION	TOTAL VOLUMES: MONOGRAPHS[1] (x 1,000)	TOTAL PRINT HOLDINGS[2] (x 1,000)	CURRENT SERIALS (TITLES)[3]	TOTAL LIBRARY PERSONNEL MINUS TOTAL CASUAL FTE[4]	TOTAL LIBRARY EXPENDITURES (CANADIAN $ x 1,000)[5]	MONOGRAPHS (92/93-91/92) x 1,000[6]	TOTAL PRINT HOLDINGS (92/93-91/92) x 1,000[7]	PER FULL-TIME STUDENT EXPENDITURES (TOTAL LIBRARY OPERATING EXPENSES/FTS 92/93)[8]
ALBERTA	2530.70	7235 83	21,972	393	$23,352.18	119 25	582.51	$920
UBC	3347.67	6463 32	25,886	358	$26,898.42	N/A	307 64	$1,135
CALGARY	1996 68	4484 30	11,951	210 5	$12,578.83	N/A	225 97	$695
CARLETON	897.76	1906 86	12,491	136	$11,701.91	(8.32)	53 2	$747
CONCORDIA	1201.84	1920.50	6,798	169	$10,663.44	10 1	299.66	$773
DALHOUSIE	1079.48	1448,77	11,692	127	$7,769 95	N/A	26.3	$829
GUELPH	1995 92	2999.95	12.293	136	$9,979.67	N/A	69 93	N/A
LAVAL	1403.00	2786 31	16,975	257.7	$18,190.54	36 66	105.13	$714
MANITOBA	1609.24	2564.54	11,928	201	$13,467 69	N/A	59.22	$872
MCGILL	1910.35	3790 97	18,524	279	$19,330.36	53.1	8.21	$996
MCMASTER	1215.99	2723.54	11,236	178	$12,971.78	103 02	232.7	$969
MEMORIAL	904.07	2931.07	10,336	183	$11,077.75	(4 11)	494.95	$806
MONTREAL	1386 87	3176.89	19,573	318	$20,583 44	214.18	135 49	$688
UNB	769.89	3047.68	5,839	94	$5,839 44	16 11	94 88	$620
OTTAWA	1057 48	2475.43	10,984	209.4	$14,203.76	26 47	54 47	$912
QUEBEC	788.40	1666.70	10,860	166.6	$12,161.60	33 01	65.59	$658
QUEEN'S	1520.90	4423 08	14,799	181	$12,901.37	40 96	127.58	$986
REGINA	602 28	1589 68	3,447	75	$4,820.41	8.9	25.91	$632
SASKATCHEWAN	1282.96	3468 66,	10,276	166.90	$11,627.30	33 95	1,766.27	$776
SHERBROOKE	457 32	1397.29	5,957	74 1	$6,511 03	16 76	41 94	$587
SIMON FRASER	988.87	1817.24	9,877	132	$9,035	8.87	51.66	$882
TORONTO	6408.52	8639.43	41,103	565	$45,702 27	N/A	250.55	$1,207
VICTORIA	1452 04	2762 88	9,488	149 80	$9,817 07	N/A	(503.74)	$1,020
WATERLOO	1434 88	2528.07	11,644	172	$12,611.85	31 99	107 5	$693
WESTERN	1634.90	4184 52	17,300	226	$17,455 34	27.77	155.91	$791
WINDSOR	790 5	2100 43	8,700	96	$7,546	3 47	(173 64)	$666
YORK	1586 44	4188.44	19,312	203 2	$16,737.18	48 48	189 11	$615

[1] CARL Table V: Library Holdings & Serial Collections at end of 92/93
[2] CARL Table IV: Summary of Personnel (92/93)
[3] CARL Table V: Library Holdings & Serial Collections at end of 92/93
[4] CARL Table IV: Summary of Personnel (92/93)
[5] CARL Table III: Summary of library expenditures and finding, 1992/1993
[6] CARL Table V: Library Holdings and Serial Collections at end of 1991/1992 and 1992/1993
[7] Bold (parentheses denote negative figures)
[8] a/Full-Time Students (92/93) Maclean's, November 15, 1993 and b/Total Library Expenditures (Canadian $ x 1,000), 1992/1993
* Note that the 1992/1993 figures used for full-time students are not equivalents but as reported in the November 15, 1993 issues of Maclean's.

ACADEMIC LIBRARIANS' DISTINGUISHED SERVICE AWARD

Request for Nominations:
The CAUT Academic Librarians' Distinguished Service Award has been established in order to recognize outstanding service by academic librarians or faculty who have contributed to the advancement of the status and/or working conditions of academic librarians at Canadian universities.

Candidates must be either librarians or faculty members. Although they may not be currently employed in an academic library or university, their contributions during their careers must have benefitted academic librarians.

The Criteria:
Candidates will be assessed on their contributions to the advancement of the status and/or working conditions of academic librarians at either the local, regional or national level. Nominations will be reviewed and the recipient selected by an independent jury, elected by the CAUT Librarians' Committee. The award will be made at CAUT Council in April, 1995 in Ottawa.

Nominations Should Include the Following:
Nominations must be accompanied by a brief statement of why the nominator feels the nominee qualifies for the award, letters from two referees and whatever other appropriate documentation is necessary to illustrate and support the nominee's contributions.

Nomination Deadline:
All nominations for the 1995 Academic Librarians' Distinguished Service Award must be received by **January 31, 1995.** Nominations should be addressed to: Margot Schenk, Chair, CAUT Librarians' Committee, c/o Lynn Braun or Bob Moore, **2675 Queensview Drive, Ottawa, Ontario, K2B 8K2.**

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

Neurological Research Attracts Major Funding Support

UNIVERSITY OF CALGARY medical researcher Samuel Weiss and his work in neuroscience has attracted one of the largest university-industry grants ever awarded in Canada.

Weiss directs a research project titled Development of Central Nervous System Stem Cell Technologies that has recently received more than $3 million in funding from the Medical Research Council of Canada, Ciba-Geigy Canada Ltd., and Chiron Corporation.

Weiss's project is a component of a Collaborative Research Activities Agreement between University of Calgary and NeuroSpheres Ltd., an Alberta company dedicated to developing novel therapeutic strategies to treat brain disorders. These research initiatives will have broad implications for the treatment of neurodegenerative diseases like Alzheimer's, Parkinson's and Huntingdon's, as well as spinal cord injuries. ■

Education 3000
Happy New Year 1995
To help sustain science and mathematics in the former Soviet Union (fSU), the most remarkable program is EDUCATION 3000
The 21st Century Education

La participation professorale bafouée à l'université Laval

PAR CLAUDE BARITEAU

LE 21 SEPTEMBRE 1994, le Conseil d'administration de l'université Laval a adopté une nouvelle procédure pour nommer les doyens et doyennes de faculté et les directeurs et directrices de département ou d'école. Cette nouvelle procédure banalise la place des professeur(e)s à l'université Laval.

À l'invitation de leur collègue, le professeur Michel Pigeon, plus de 700 professeur(e)s, membres du SPUL, se sont prononcé(e)s contre cette nouvelle procédure. Le SPUL comprend 1 300 membres. De ce nombre, 765 ont manifesté par écrit leur position à l'égard de cette procédure, 27 se sont dit en faveur, 36 se sont abstenu(e)s et 702 se sont manifesté(e)s contre. Comme il y a près de 200 professeur(e)s en congé sabbatique, on peut avancer que 70 p. 100 des membres du SPUL ont répondu à cette consultation. Parmi ceux-ci, 92 p. 100 ont voté contre cette nouvelle procédure.

Ce taux de participation et ce taux de rejet témoignent de l'importance accordée à la procédure de nomination par les professeur(e)s.

Depuis plus de 30 ans, les professeur(e)s d'un département ou d'une faculté avaient la possibilité de manifester leur préférence entre deux démarches: l'une de type électif avec un collège regroupant les professeur(e)s, les étudiants et étudiantes et les membres du personnel de soutien, l'autre de type consultatif. Avec la nouvelle procédure, disparaissent la manifestation de leur préférence et surtout la démarche de type électif. De plus, alors que les professeur(e)s étaient majoritaires dans la démarche de type électif, avec la nouvelle procédure, ils n'auront qu'une présence symbolique au sein des comités de nomination: 3 professeur(e)s de l'unité sur 10 ou 11 personnes pour la nomination d'un doyen ou d'une doyenne et 2 professeur(e)s de l'unité sur 7 ou 8 personnes pour la nomination d'un directeur ou d'une directrice.

En termes clairs, cette nouvelle procédure de type consultatif fait disparaître l'exercice de la collégialité professorale. Elle vise aussi deux objectifs: 1) vérifier la nature des appuis dont disposent les candidats et candidates et les aptitudes et dispositions de ces derniers et dernières pour appliquer «les décisions des instances décisionnelles de l'Université»; 2) mettre en oeuvre le «plan directeur de l'Université».

Compte tenu de ces objectifs, l'adoption de cette nouvelle procédure permettra de faire avaliser les volontés de la haute direction et, surtout, de minimiser l'expression des professeur(e)s qui s'activent au sein des unités. Pour les professeur(e)s de l'université Laval, il s'agit là d'un recul qui, à toute fin pratique, fera prévaloir des modes de fonctionnement qui s'apparentent à ceux contre lesquels ils ont dû se battre pour que s'instaure une collégialité de type universitaire au début des années '70.

Au total, l'adoption de cette nouvelle procédure exprime davantage le mépris à l'égard des professeur(e)s, des étudiants et étudiantes et des employé(e)s que le désir de les voir s'impliquer au sein de l'université Laval.

Elle s'inscrit dans un ensemble de mesures analogues: 1) élaboration du plan quinquennal 1992-1997; 2) restructuration budgétaire et administrative de 1993; 3) fusion d'unités; 4) politique de rémunération de la direction; 5) réingénirie des services; 6) modifications dans les procédures d'évaluation des programmes. Derrière ces mesures, les objectifs sont toujours les mêmes: 1) évacuer les professeur(e)s des processus de décision; 2) renforcer le rôle des administrateurs et administratrices; 3) transformer les étudiants et étudiantes en de simples clients consommateurs de service.

Dans cette optique, l'implantation, sous l'égide du recteur Michel Gervais, du bicaméralisme en 1992, aura conduit à une série d'actions qui, tout compte fait, visent à assurer la prise de contrôle de cette institution par une petite élite locale. Pour renforcer sa promotion sociale, cette petite élite aura tout fait pour banaliser la collégialité universitaire et rendre caduque la principale assise de la vie universitaire: la relation entre les professeur(e)s et les étudiants et étudiantes. ■

(Claude Bariteau et président du Syndicat des professeurs et professeures de l'université Laval, SPUL.)

Michael Smith Awards for Science Promotion

ON NOV. 2, THE SECRETary of State for Science Jon Gerrard and Nobel Laureate Dr. Michael Smith presented the first national awards for science promotion to the 14 winners at the National Museum of Science and Technology in Ottawa.

The awards were inspired by the outreach activities and generosity of Dr. Michael Smith of the University of British Columbia, who donated his 1993 Nobel Prize in Chemistry funds to schizophrenia research and science promotion.

In a world increasingly shaped by scientific and technological innovation, the knowledge, skills and attitudes of today's young Canadians will determine the extent to which Canada can benefit from the challenges of the future.

Strong skills in science, technology, engineering and mathematics (STEM) are essential for both economic success and social well-being. Across the country, many individuals and organizations have been working to promote STEM with Canadian youth within and outside the formal elementary, secondary and post-secondary systems.

The Michael Smith Awards for Science Promotion aim to honour these outstanding contributions and to encourage similar activities by others.

For information on award allocation, eligibility, selection and nomination procedures, contact: Michael Smith Awards for Science Promotion, Science Promotion and Academic Affairs Branch, Industry Canada, 235 Queen St., 8th. Floor West, Ottawa, Ontario K1A 0H5; Phone: (613) 993-5249, Fax: (613) 998-0943, Internet: mckendy@sci.istc.ca. ■

Michael Smith (right) & Jon Gerrard present the first Michael Smith Awards for Science Promotion to: TOP: Nancy Van Wagoner & Peggy Crawford (Acadia) BOTTOM: Margaret-Ann Armour (Alberta)

Heavy Duty Scam

FROM PAGE 6

fraudulently used three credit cards, racking up close to $30,000 in bills between August 1989 and February 1990.

The investigation led to a conviction, which was later quashed upon appeal a year later; Herrington claimed he wasn't told the credit card privileges had been revoked.

Earlier this year, Herrington was again the centre of an RCMP probe following allegations that he forged student loan documents.

No charges were laid.

"They've got nothing on me. Signing student loans. Do I look that stupid? If your hand is not in the cookie jar, it's pretty hard to get caught with the cookie. Isn't it? Do I look like a thief?" Herrington said when confronted about the allegations.

Surprisingly, the controversy has hit a nerve with former educator and rookie Liberal MP Charles Hubbard. He's one of the few, if not the only MP who is speaking out against Canada's path to privatizing education.

"This is not just one little company in Fredericton. If you dig deeper you'll find there are a lot of these dealings across the country. This is a national story. I knew it was going to blow soon."

Hubbard says if the private sector is going to be the driving force behind training in Canada, Ottawa must vigilant about quality control.

And if taxpayers fund tuition for private schools like Herrington's through guaranteed loans, Ottawa has to make sure it's money well spent.

"If it's training just for the sake of training, you're really misleading the people," said the Miramichi MP who wrote Human Resources Minister Lloyd Axworthy on the matter last spring.

"Government has to make sure the training is productive. Because if the people are no better prepared to work it's very frustrating."

Days after the provincial government sacked Herrington's school, the trade-school operator — visibly worn from weeks of controversy — said: "Glen Herrington will be in the training business for a long time."

What form that will take has yet to be seen, but if it's anything like his now-defunct school, it will surely capitalize on a national system where there is a lot of government funding and little regulation. ■

(Gary Dimmock is a reporter for the Telegraph Journal in New Brunswick.)

PRIX DES BIBLIOTHÉCAIRES POUR SERVICES ÉMÉRITES

Mises en candidatures:
Le prix des bibliothécaires pour services émérites de l'ACPPU a été créé dans le but de reconnaître les services remarquables de bibliothécaires ou de professeurs ayant contribué à l'avancement du statut ou des conditions de travail des bibliothécaires d'universités canadiennes.

Les candidats doivent être bibliothécaires ou professeurs. Même s'ils ne travaillent pas présentement dans une bibliothèque universitaire ou dans une université, leur apport au cours de leur carrière doit avoir profité aux bibliothécaires d'université.

Les critères de sélection:
Les candidatures seront évaluées selon l'apport à l'avancement du statut ou des conditions de travail des bibliothécaires d'université, que ce soit à l'échelle locale, régionale ou nationale. Un jury indépendant, élu par le Comité des bibliothécaires de l'ACPPU, examinera les candidatures et choisira un lauréat ou une lauréate. Le prix sera remis à Ottawa, à l'occasion de l'assemblée d'avril 1995 du Conseil de l'ACPPU.

Documents devant accompagner la mise en candidature
Les personnes proposant des candidatures doivent également expliquer brièvement pourquoi, selon elles, leur candidat ou candidate mérite le prix, fournir deux lettres de recommandation et tout document pertinent prouvant l'apport de la personne proposée.

Date limite des mises en candidature:
Toutes les candidatures au prix des bibliothécaires pour services émérites de 1995 doivent nous parvenir avant le 31 janvier 1995. Prière de les adresser à: Margot Schenk, présidente, Comité des bibliothécaires de l'ACPPU, a/s de Lynn Braun ou de Bob Moore, au 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

Kenya's Lecturers Begin Second Year of Strike

BY ANTHONY D. WILDMAN

THE UNIVERSITY ACADEMIC Staff Union (UASU) is an illegal union of Kenya's public university lecturers. Lecturer is a title given to anyone below the rank of full professor. The 3,600 lecturers are the main teaching force of Kenya's five public universities.

Kenya is a country of exaggerated contrasts. Its population of 27 million is 69 per cent literate. It has an extensive and sophisticated infrastructure of roads and telephones, public hygiene, and political subdivisions. Unfortunately, its 3.3 per cent growth rate is among the world's highest. Its economy is in decline due to the economic policies of the government of President David Arap Moi and its currency fluctuates wildly on an open market.

Kenya continues to be a poor country and in places like Nairobi the poverty is stunning, far beyond anything one could adequately portray. "Poverty is a hand-to-mouth existence," so the saying goes in Kenya. "In Nairobi, the hand doesn't reach the mouth."

In 1987, and again in 1990 and 1992, Amnesty International has accused the Kenyan government of human rights violations and torturing prisoners when it arrested university teachers, students, and journalists. In London, for a recent economic investment meeting of the European Union, British Prime Minister John Major sought assurances from President Moi that human rights would be respected and that economic and political reforms would occur in Kenya in order to qualify for continued western capital development.

Kenya's constitution required a one-party rule, but in 1992 Kenya reluctantly adopted a more democratic form of government, allowing a multi-party system. It was forced upon an unwilling Moi by the International Monetary Fund and its donor nations, who withheld funds until democratic changes had been made. The ruling party, the Kenya African National Union, called KANU, does as little as possible to promote democracy and absolutely nothing to curb corruption. Although 1992 saw the first multi-party elections in Kenya's history, the newly legalized opposition parties are fractionalized and unsure of how to proceed. KANU's successes were aided, in no small measure, by the government's inflation of the currency, some say by as much as 70 per cent. Democracy is very fragile.

One of the consequences of its economic problems is that fewer resources are available for the national public universities. To counter the decline in the universities the lecturers petitioned the government for permission to create a labour union. President Moi is also Chancellor of the University and he personally opposes unionization of the university lecturers. Unions, he said, are for labourers, not for professionals.

UASU wants to improve the faculty's terms and conditions of employment, but this is secondary to the desire to depoliticize the university's administration and encourage greater democracy in Kenya. University administrative positions are all political appointments. Given the level of personal corruption among the leaders in Kenya, university administrators freely use university funds to aggrandize themselves and their families.

When UASU's striking lecturers speak of the need for academic excellence they mean a textbook for each student ... a microscope that works ... a library with books in it ... and a class with fewer than 800 or a 1,000 students. UASU leaders have been arrested and detained. Their meetings have been broken by police in full riot gear, and their families have been displaced from faculty housing.

To date the government has failed to respond positively to their petition. The strike that began on Nov. 29, 1993 has continued through the opening of the current semester. As a gesture of good will the striking lecturers have suspended their strike for the fall semester, in the words of the leader of the lecturers Dr. Korwa Adar "to renew their dedication to duty and to uphold academic excellence." UASU's petitions are still before Kenya's national court.

On Nov. 29, 1994, UASU officials tried to hold a one-year anniversary meeting of their strike. Kenyans do not have the right of assembly or free speech. Like many other UASU meetings, police arrived, declared the meeting unlicensed and illegal, and cleared the hall. Students had come to support the lecturers and began to threaten the police with stoning. A riot was narrowly averted. Although no arrests were made, the Moi government still makes every effort to silence UASU's voice. "This shows the extent to which the government and university administration is rigid," said Dr. Adar. "We will continue the struggle until UASU is Registered." ■

(Anthony Wildman is Director of Staff of United University Professions in Albany, New York. In June 1994 he travelled to Kenya on a fact-finding mission on behalf of the American Federation of Labour-Congress of Industrial Organizations.)

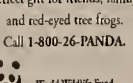
Mr. President, in March 1994 CAUT wrote to you to express its concern about the treatment of our colleagues in the Kenyan public university system. We have learned that our fellow academics have been refused the right to register the Universities Academic Staff Union under the Kenyan Trade Unions Act, and have been driven to strike in order to achieve their justifiable objectives. The national chairperson of UASU has been arrested and detained, strike leaders have been dismissed, lecturers who support the strike have been evicted from university housing, salaries have been withheld, and strike breakers and other disruptive elements have been brought on to campuses.

Mr. President, CAUT would urge you to use your wisdom and influence to bring an end to what amounts to a campaign of harassment and intimidation by the university administrations. As Chancellor of the institutions involved, you are in a unique position to ensure that university faculty are allowed the exercise of their rights under Kenyan law. Please act at once to order the university officials to meet with the union representatives to negotiate a resolution of outstanding issues, and to restore those who have been arrested, dismissed or otherwise harassed, to their former positions.

The right to organize to negotiate terms and conditions of employment is a fundamental condition of academic freedom, and essential to the collegial administrative structures which properly characterize quality, post-secondary institutions.

Excerpt from a letter to President Moi of Kenya from CAUT President Joyce Lorimer, October 12, 1994

Put us under your tree so he can stay under his.



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UNESCO Prepares for World Conference on Women

THE CANADIAN COMmission for UNESCO is currently preparing for a major international symposium entitled Women and the Media: Access to Expression and Decision-Making, to be held in Toronto from Feb. 28 to Mar. 3, 1995. This is the last of a series of preparatory conferences, leading up to the Fourth UN World Conference on Women: Action for Equality, Development and Peace, which will take place in Beijing from Sept. 4 to 15, 1995.

The Toronto conference is to focus on the twin themes of the representation of women in the media and the equal participation of women in the communications industry.

The Secretary-General of the Canadian Commission, Viviane F. Launay, reported at the annual meeting, Sept. 28 and 29 that the previous year had included a meeting in Vancouver of the International Commission on Education for the Twenty-first Century, known familiarly as the Delors Commission, after its president, Jacques Delors. The theme of the Vancouver meeting was the process of education.

The UNESCO General Conference in November 1993 established an intergovernmental program on the Management of Social Transformations (MOST), designed to promote international, comparative social science research. Professor Elvi Whittaker of UBC, President of the Social Science Federation of Canada, is a member of the international steering committee.

The Canadian Commission convened a meeting of specialists last December to discuss the program, and in particular one of its main themes, multi-cultural and multi-ethnic societies. The others are: the sustainable management of cities, and local coping with global change.

The meeting also discussed priorities for an international research project on ethnicity, regionalism and governance, which is an initiative of the Canadian Sub-Commission on Social and Human Sciences.

Note was taken of the draft UNESCO declaration on the Status of Higher Education Teaching Personnel, and the work that CAUT is doing in this connection, as well as the active participation of CAUT in the work of the Canadian Commission. The theme of the 1996 meeting of the International Conference on Education is the Status of Teachers.

Next year, 1995, marks the fiftieth anniversary of both the UN and of UNESCO, while 1995 has also been designated the Year of Tolerance. ■

Terrorists on Campus?

WHAT HAPPENS WHEN values associated with liberal secular views of academic freedom clash with those of ultra Islamic fundamentalism? Two British higher education institutions, the London School of Economics (LSE) and the School of Oriental and African Studies (SOAS) faced this dilemma this fall.

In November, the High Commission Of India in London charged that LSE and SOAS were breeding grounds for Muslim terrorists. The High Commission pointed to Ahmed Sheikh, a graduate of the London School of Economics who had kidnapped three Britons in India.

The London School of Economics denied the High Commission accusation and said the allegedly anti-Semitic, homophobic and violent organization Hizb-ut-Tahrir had no members on campus and had been ejected from the campus orientation. LSE implied that the College's student Muslim Society opposed Hizb-ut-Tahrir. SOAS banned the organization from the campus.

British universities are required by law to be open to all views within in law - legislation passed by the Tory government to protect ultra right-wing speakers on campus. SOAS quoted the race relations and public order laws to argue that Hizb-ut-Tahrir was outside the law.

The *Times Higher Education Supplement* seemed a bit uneasy, given its scorn of political correctness on North American campuses. The newspaper stated, however, that universities could and should look at behaviour, not views, and ban groups that invite hatred or riot, recruit for terrorists acts or exploit young people for concealed or unacceptable motives. ■

Axworthy's Wrong Turn

BY ERROL BLACK & ROBERT CHERNOMAS

LES PROPOSITIONS DU MINISTRE AXWORTHY pour l'enseignement postsecondaire s'opposent diamétralement à ce qu'il prétend être les objectifs de ses «réformes». Face aux impératifs de l'économie et de la société canadiennes, soit l'essor économique, la création d'emplois et la diminution de la pauvreté, le gouvernement fédéral doit jouer un rôle accru dans l'enseignement postsecondaire. Il ne doit pas le réduire.

Des solutions de rechange existent. Les avantages de l'instruction rejaillissent sur toute la société canadienne. Il revient au gouvernement fédéral de sauvegarder et de promouvoir les intérêts de toute la population canadienne. Compte tenu de ces considérations, les propositions d'Axworthy devraient être rejetées et les paiements de transfert, maintenus. Si le gouvernement fédéral s'inquiète du peu de mérite qu'on lui accorde pour sa contribution à l'enseignement postsecondaire et de la tendance de certaines provinces à détourner ces fonds à d'autres fins, il devrait alors rendre obligatoire l'usage des crédits ou verser directement les subventions en espèces aux universités et aux collèges. Le gouvernement fédéral devra à long terme concevoir de nouveaux accords assurant à l'enseignement postsecondaire et aux activités connexes un niveau de financement compatible avec les exigences socio-économiques du Canada.

HUMAN RESOURCES MINister Lloyd Axworthy's proposal for the federal government to abandon the field of post-secondary education will do immense and lasting damage to Canada's system of universities and colleges, which, in turn, will damage Canada's economic prospects and the character of Canadian society.

Before turning to the specifics of Axworthy's proposals, it is important to recall the rationale for federal government participation in post-secondary education. A crucial factor is the significant contribution post-secondary education makes to the country's economic growth, both by ensuring an educated and highly-skilled workforce and by generating new knowledge through research and development.

As well, post-secondary education is a source of many non-economic benefits, including a more intelligent, informed and cultured population. Moreover, it provides a mechanism for reducing income inequalities over time as people from low-income and otherwise disadvantaged groups gain access to higher education and improved employment opportunities.

Another rationale for federal government involvement was that provinces, especially the have-not provinces, would under-invest in post-secondary education, because benefits are lost through inter-provincial migration. Moreover, provinces have neither the mandate nor the capacity to address the big picture.

Has anything changed in the new economic environment which would justify a change in Canada's priorities with respect to post-secondary education?

INVESTMENTS ESSENTIAL

On the contrary, in the "new" economic environment of the 1990s, investments in people which provide them with the capacity to think critically and to acquire flexible skills are recognized as essential for economic prosperity and improvements in society. In the information age, investments in human capacities are more important than both physical capital and natural resources in determining our future. In short, post-secondary education is a major element of an overall industrial strategy, an industrial strategy aimed at improving the economic, social and cultural environment of this country. Cuttail-ment of post-secondary education would reduce research output and skilled labour, and discourage investment in high-tech, leading-edge industries.

In Axworthy's own discussion paper, there are frequent references to the growing importance of post-secondary education in the economy and in society. He notes for example, that "...in the past three years (1990 to 1993) jobs held by university graduates increased by 17 per cent" (p. 19), while the overall level of employment decreased by 1.5 per cent. Further, "...nearly half of the new jobs created in the 1990s are expected to require more than 16 years of education and training" (p. 16). As well, the discussion paper refers to the importance of post-secondary education in promoting economic growth through its impact on research and development, entrepreneurship and the knowledge and skill of the workforce. Moreover, the whole of society benefits from a healthy post-secondary education system that values and advances our knowledge, culture and history.

Other studies confirm the benefits of post-secondary education to Canada. Thus, for example, in a recent comparative study of the United States and Canada (*Small Differences That Matter*, in *Working Under Different Rules* Richard B. Freeman (ed.), Sage, 1994), David Card and Richard Freeman note that:

"In the 1960s America expanded its higher education system more rapidly than Canada...In the 1980s Canada began to catch up. From 1979 ro 1987 the ratio of men with a college education to the numbet with only a high school education climbed by 20 pet cent in Canada compared with only five per cent in the United States."

According to Card and Freeman, this was one of the "small differences" (along with supetior UI and social welfare programs in Canada) that contributed to rising inequalities and poverty rates in the United States, declining inequalities and poverty rates in Canada.

The clear lesson in this analysis, and in the information in Axworthy's discussion paper, is that the federal government needs to continue to play a significant role in the funding of post-secondary education in Canada — providing funds for universities and colleges, providing loans and grants for students and funding research.

Perversely, Axworthy reaches the opposite conclusion. He proposes that the current $2.5 billion of cash transfers to provinces be eliminated. Of this amount, $840,000 would be transferred to fund a new income-contingent loan repayment plan. And, since this repayment plan will eventually pay for itself, the federal government will no longer be responsible to pay for even this education scheme. The residual $1.7 billion would be applied against the deficit.

The only justification Axwotthy offers for this measure is that actions instituted by previous Tory governments (and subsequently confirmed by Finance Minister Paul Martin Jr. in his February 1994 budget) have created a situation where cash transfers to provinces will diminish over time (as tax points become more valuable) and "...the proportion of university costs borne by students [will steadily rise]." In light of these trends — trends endorsed apparently by the Liberal government — Axworthy believes his proposal to snatch $1.7 billion from post-secondary education is defensible.

In effect, Axworthy is proposing that the federal government disentangle itself from (or, more accurately, wash its hands of) post-secondary education.

The likely consequences of Axworthy's proposals are as obvious as they are disastrous:

(i) Grants to colleges and universities will be cut by provincial governments.

(ii) Universities and colleges will be forced to increase tuition fees (at an even faster rate than has been the case in the past decade) and/or reduce expenditures on faculty, library resources, internal research funding and support services. Fewer people will attend universities and colleges. The quality of post-secondary education will deteriorate.

(iii) Cuts in grants to universities and colleges will be deepest in provinces in decline, and resources in these provinces are likely to be redirected away from universities and other long-term post-secondary education programs to activities which are perceived as meeting immediate local labour market needs.

(iv) Universities and colleges will be subjected to pressures to restructure their progtams along similar lines, i.e., to transfer resources from some disciplines in the humanities and social sciences to disciplines which are perceived to produce an immediate payoff.

(v) By further curbing access to post-secondary education, more people will be driven into the market for low-wage, contingent kinds of jobs, thus providing a subsidy for low-wage employers. The gap in earnings between people with post-secondary education credentials and people in low-wage markets will increase.

In sum, Axwotthy's proposals for post-secondary education are diametrically opposed to what he claims are the objectives of his "reforms." The imperatives currently facing the Canadian economy and society — economic growth, job creation, poverty reduction — require the federal government to assume a greater, not a lesset, role in post-secondaty education. Indeed, federal government abandonment of it, as Axworthy proposes, is a recipe for economic decline, increasing dissension between the haves and the have-nots in society, and the accentuation of extant social and economic problems.

ALTERNATIVES

There are alternatives. The benefits of education accrue to Canadian society as a whole. The federal government is responsible for safeguarding and advancing the interests of all Canadians. In light of these considerations, Axworthy's proposals should be scrapped and cash transfers maintained. If the federal government is concerned about the lack of credit it gets for its contributions to post-secondaty education, and the tendency for some provinces to divett these funds to other purposes, then it should either mandate the use of the funds or make cash grants directly to universities and colleges. Over the longer term, the federal government must take the initiative in devising a new set of arrangements for ensuring a level of funding for post-secondary education and related activities compatible with the economic and social tequirements of Canada.

The purpose of social policy reform cannot be to eliminate the deficit by mortgaging our education system. It will not work in the long run. Canadians want and need a world class system so that they and their children can obtain education that will guarantee them productive and rewarding lives in an evolving economy. Anything less is to forsake our collective responsibility and to threaten our collective future. ■

(Errol Black and Robert Chernomas are the president and vice-president respectively of the Manitoba Organization of Faculty Associations. Special to the Winnipeg Free Press, November 8, 1994.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

North American Open Poetry Contest

THE NATIONAL LIBRARY of Poetry has announced that $12,000 in prizes will be awarded this year to over 250 poets in the North American Open Poetry Contest.

Any poet, whether previously published or not, can be a winner. Every poem entered also has a chance to be published in a hard-bound anthology.

To enter, send one original poem, any subject and any style, to the National Libtary of Poetry, 11419 Cronridge Dr., P.O. Box 704-1932, Owings Mills, Maryland (USA) 21117. The poem should be no more than 20 lines, and the poet's name and address should appear on the top of the page. Entries must be postmarked by December 31, 1994.

The National Library of Poetry, founded in 1982, is the largest poetry organization in the world. ■

Inequality and Teacher Education: An International Perspective

EDITED BY
GAJENDRA K. VERMA
The Falmer Press, 1993

THAT WE LIVE IN A world of increasing diversity is no longer a statement likely to provoke argument. There has always been a certain degree of diversity in our schools, the result of stratifications within the society at large. Contemporary diversity, however, is no longer delimited to issues of social class or gender, nor is it dichotomized between rural and urban existence. These factors remain, but are now joined by issues related to the massive international migrations we have witnessed since 1945.

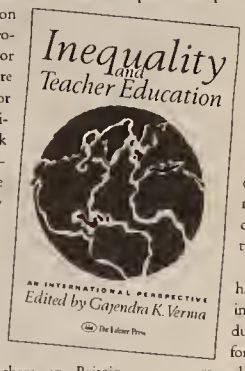
In schools across the world, teachers are being asked to teach students who are ethnically, linguistically, and culturally different from both the population at large and from the majority of the teaching profession. These differences result in a variety of styles of learning most favoured by different students and, by extension, have an impact upon the teaching styles and practices of effective teachers.

These various differences, which together contribute to the ethnocultural diversity of our schools, are a fact of life in education today. As teachers of teachers, how are university teachers changing themselves, their courses, and their teaching practices so as to better prepare prospective members of the profession for this new reality?

This question is addressed through a series of invited chapters collected and edited by Gajendra Verma in his book, *Inequality and Teacher Education* (1993). Verma is based in Manchester, England, and this is reflected in the text. Of the 16 chapters, six are from a British perspective. Other chapters are provided by writers drawing upon American, Australian, South African, Dutch, and Canadian experiences. The topics within the general theme may differ, and not all focus solely on teacher education practices, but all the chapters address the need to prepare teachers for ethnocultural diversity. This text, therefore, is important for all involved in the teaching of teachers.

In describing the British experience, Eggleston considers how many teachers, despite their best intentions, find that the effects of social class, gender, and race, serve to promote the inequalities of educational opportunity and success faced by many students. Siraj-Blatchford considers that these inequalities have been, and continue to be, taken for granted in British society, a position supported both by Reid's chapter and by Robertson's assertion that schools, and thus teachers, ought to be involved in the extension of social justice. In contrast, Reed and Beveridge focus on the role of linguistic development in determining the success or failure levels of children whose English is of a dialect other than "standard."

Whatever the yardstick of difference, the result is still the same. As Adelman notes, "most teacher-preparation courses have provided little or nothing to prepare white students for even cultural diversity, or black and Asian students for the racism that they encounter in schools."



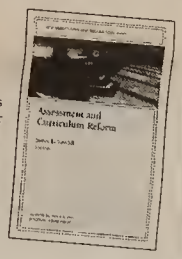
This lament permeates the book. The fact is that most practising and pre-service teachers in Britain (Adelman), the United States (Grant), Australia (Hickling-Hudson & McMeniman), Canada (Orlikow & Young), and Holland (de Frankrijer) are white and, in many cases, female. This fact requires teacher educators to ensure that preparation programs for new teachers reflect and develop issues of ethnocultural awareness. This awareness should not just be at the surface or passive level, but must be experienced through judicious practicum placements, a greater availability of ethnocultural courses within the compulsory core, and an increased sensitivity among teacher educators to issues of language, ethnicity, gender, social class and cultural heritage.

Gajendra Verma has provided an international introduction which informs teacher educators about contemporary inequalities in the field. In times of increasing ethnocultural diversity it is important that all those who would be teachers of teachers avail themselves of the opportunity to read and reflect upon this collection of essays. ■

(Review by J. Tim Goddard, Dept. of Educational Policy Studies, University of Alberta.)

QUICK REVIEWS

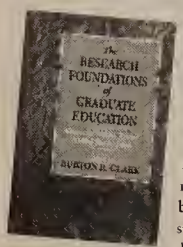
Assessment and Curriculum Reform



Edited by James L. Ratcliffe, Jossey-Bass Publishers, 1992; 108 pp, softcover, $14.95

This is a series of essays by different authors on aspects of curriculum, articulation of transfer students, general education, promoting and cognitive skills. The purpose is to link assessment of students' learning with the patterns of their coursework, and to make suggestions for curriculum, faculty development and student advising.

The Research Foundations of Graduate Education: Germany, Britain, France, United States, Japan



Edited by Burton R. Clark, University of California Press, 1993; 390 pp, cloth, $45.00

Different authors analyze the state of graduate education in these five countries in an attempt to decide how effectively their institutions work as centres for research and research training. The study focuses on physics, economics and history. It concludes that there are no shortcuts through massive planning or bureaucratic organization which can bypass or substitute for the professor/student relationship in research and graduate education.

NEW RELEASES

Federalism and the Way to Peace

By Daniel J. Elazar, Renouf Publishing Co.; 170 pp, softcover, $20.00

User Friendly University: What Every Student Should Know

By Anne Innis Dagg, Otter Press; 76pp, softcover; $4.00

Strengthening Departmental Leadership: A Team-Building Guide for Chairs in Colleges and Universities

By Ann F. Lucas, Jossey-Bass Publishers; 290 pp, cloth, $30.95

1994 Raymond-Klibansky Book Prizes Awarded

THE CANADIAN FEDERation for the Humanities has announced the winners of the Raymond-Klibansky Scholarly Book Prizes for 1993-1994.

The Prize for the best book in English has been awarded to Professor Evelyn Cobley of the Department of English in the University of Victoria for *Representing War: Form and Ideology in First World War Narratives* (University of Toronto Press, 1993). The Prize for the best book in French is shared between Professor Lucie Bourassa of the Department of French Studies at the Université de Montréal for *Rythme et sens: des processus rythmiques en poésie contemporaine* (Les Éditions Balzac, 1993) and Professor Philip Knee of the Department of Philosophy of the Université Laval for *Qui perd gagne: essai sur Sartre* (Les Presses de l'Université Laval, 1993). The authors will be presented with their awards at a reception in Montréal during the 1995 Learned Societies meetings.

Professor Raymond Klibansky, in whose honour the prizes are being awarded, is one of Canada's most eminent humanities scholars, an expert in classical and modern philosophy. The prizes recognize excellence in research and writing in the humanities, and the significant contribution that Canadian scholarly books make towards the advancement of knowledge and education. ■

Prix Raymond-Klibansky décernés pour 1994

LA FÉDÉRATION CANAdienne des études humaines a annoncé les noms des lauréats des Prix du livre savant Raymond-Klibansky pour l'année 1993-1994.

Le prix pour le meilleur livre en français est partagé cette année entre madame Lucie Bourassa, du département des études françaises à l'Université de Montréal, pour son livre *Rythme et sens: des processus rythmiques en poésie contemporaine* (Les Éditions Balzac, 1993), et Monsieur Philip Knee, du département de philosophie à l'Université Laval, pour son livre *Qui perd gagne: essai sur Sartre* (Les Presses de l'Université Laval, 1993). Le prix pour le meilleur livre en anglais est octroyé à Madame Evelyn Cobley, du département d'anglais à la University of Victoria, pour son livre *Representing War: Form and Ideology in First World War Narratives* (University of Toronto Press, 1993). Les auteur(e)s recevront leurs prix lors des réunions des sociétés savantes en 1995 à Montréal.

Le professeur Raymond Klibansky, en l'honneur de qui les prix sont décernés, compte parmi les humanistes canadiens les plus éminents et s'est distingué par une oeuvre remarquable dans le domaine de l'histoire de la philosophie ancienne et moderne. ■

CLASSIFIEDS
ANNONCES CLASSÉES

INDEX

ACCOUNTANCY
ACCOUNTING
ANIMAL SCIENCE
ANTHROPOLOGY
APPLIED MATHEMATICS
ARCHAEOLOGY
ART EDUCATION
ARTS
BIOLOGY
BUSINESS
BUSINESS ADMINISTRATION
BUSINESS ADMINISTRATION & COMMERCE
CHEMISTRY
CHEMISTRY & BIOCHEMISTRY
CLASSICS
COMPARATIVE LITERATURE
COMPUTER SCIENCE
COMPUTING
CONTEMPORARY STUDIES
CRIMINOLOGY
DRAMA & SPEECH COMMUNICATION
EARTH & ATMOSPHERIC SCIENCE
EAST ASIAN STUDIES
ECONOMICS
EDUCATION
EDUCATIONAL POLICY
ENGINEERING
ENGUSH
EXERCISE & HEALTH SCIENCE
FINE ARTS
FRENCH
GEOGRAPHY
GEOLOGY
GERMAN
HEALTH STUDIES
HEALTH STUDIES & GERONTOLOGY
HISTORY
HUMAN ECOLOGY
LAW
LINGUISTICS
MANAGEMENT
MATHEMATICAL SCIENCES
MATHEMATICS
MATHEMATICS & STATISTICS
MEDICAL GENETICS
MEDICINE
MUSIC
NEUROSCIENCE
NURSING
NUTRITION
PATHOLOGY
PEDIATRICS
PHARMACEUTICAL SCIENCES
PHARMACY
PHILOSOPHY
PHYSICAL EDUCATION
PHYSICS
PHYTOLOGIE
POLITICAL SCIENCE
POLITICAL STUDIES
PSYCHOLOGY
RECREATION & PHYSICAL EDUCATION
RELIGION & CULTURE
RELIGIOUS STUDIES
RESEARCH
RESEARCH ASSOCIATE
SOCIAL WORK
SOCIOLOGY
SOCIOLOGY & ANTHROPOLOGY
STATISTICS
STATISTICS & ACTUARIAL SCIENCE
SURGERY
THEOLOGY
TRANSLATION
WOMEN'S STUDIES
ACCOMMODATIONS
FACULTY EXCHANGE

ACCOUNTANCY

UNIVERSITY OF WATERLOO - School of Accountancy. Applications are being invited for a tenure track faculty position at the Assistant Professor rank from those with teaching and research interests in (1) auditing and attestation, (2) management accounting and information systems; and at the visiting assistant professor rank (non tenure-track) in finance. PhD or equivalent. Salary commensurate with qualifications and experience. Appointment effective July 1, 1995. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to the availability of funds. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

ACCOUNTING

SAINT MARY'S UNIVERSITY - The Department of Accounting, Frank H. Sobey Faculty of Commerce, invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September 1, 1995 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Barry Gorman, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia B3H 3C3 FAX (902)420-5119. Closing date February 1, 1995.

ANIMAL SCIENCE

UNIVERSITY OF MANITOBA - The Department of Animal Science, Faculty of Agricultural and Food Sciences invites applications for a tenure track position at the rank of Assistant Professor to teach and conduct research in animal behaviour and welfare and to provide veterinary service to animal colonies on the Fort Garry Campus. Applicants must possess a D.V.M. from an accredited college of veterinary medicine with preferably a PhD or equivalent in the fields of animal behaviour and welfare. Applicants holding a M.Sc. degree with appropriate research experience will be considered. Duties will include some undergraduate and graduate teaching and independent and collaborative research in farm animal behaviour and welfare. The incumbent will also be required to provide veterinary service to animal holdings on the Fort Garry campus including colonies in the Faculties of Arts, Science, Human Ecology and Agricultural and Food Sciences, a total of approximately ten holdings comprising both laboratory and farm animals. Service on University and local animal care committees will also be expected. A strong commitment to excellence in teaching, research and veterinary medicine and a demonstrated record of independent research and scholarly publications are essential. Multidisciplinary research between Departments and with other Faculties in the University is encouraged. Experience with farm animals, particularly those maintained in confined environments, would be a distinct advantage. Must be licensed or eligible for licensure in Veterinary Medicine in Canada. The current salary range for Assistant Professor is $35,328-$62,509 per annum. The closing date for applications is January 31, 1995. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The university offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and the names and addresses of three referees to: Dr. R.J. Parker, Chair, Search Committee, Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba R3T 2N2 FAX (204)275-0402.

ANTHROPOLOGY

TRENT UNIVERSITY - Anthropology. Subject to budgetary approval, applications are invited for a tenure-track appointment at the Assistant Professor level commencing July 1, 1995. The salary for this position will be dependent upon the qulifications and experience of the candidate. A completed PhD is required. We are seeking a Cultural Anthropologist with interest in Development Anthropology and in contemporary critical issues in theory and ethnography. All geographical areas of interest with the exception of North America will be considered. Enthusiasm for undergraduate teaching is essential. Another important asset would be Graduate level teaching experience or the qualifications and willingness to participate in MA level graduate education in Cultural Anthropology. The successful candidate will be expected to teach introductory level Cultural courses. Upper level and graduate teaching responsibilities will be dependent upon the candidates particular research and teaching interests. The department is currently expanding its graduate programme to include Cultural Anthropology with the following areas of interest: Development Anthropology, Gender, Representation, Religion, Non-Verbal Communication, Institutions, and Contemporary Ethnography. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer and especially invites applications from women, aboriginal people, visible minorities, and disabled persons. Please send a curriculum vitae, a description of research and teaching interests, and the names of three referees to Professor Joan M. Vastokas, Chair, Department of Anthropology, Trent University, Peterborough, Ontario, Canada K9J 7B8, FAX 705-748-1613, E-mail ANTHRO@TRENTU.CA. Please provide telephone number and, if possible, E-mail address or FAX number. Deadline for receipt of apolications is January 16, 1995.

McGILL UNIVERSITY - Department of Anthropology. Applications are invited for a full-time tenure-track appointment at the Assistant Professor level (base C$40,980 per annum), starting 1 September 1995. The position is subject to budgetary approval. Applicants should have the PhD and an outstanding record of ongoing empirical/ ethnographic research concerned with basic theoretical issues in the politics and economics of change and development. Africanists are encouraged to apply, but apolicants of the highest quality, regardless of geographic specialization, are sought. Duties include the teaching of four (one graduate and three undergraduate) one-semester courses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada (please indicate citizenship status). McGill University is committed to equity in employment. Please send a CV, description of research interests, names and addresses of three referees, and a sample of recent writing to Professor Donald Attwood, Chair, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T7. Please provide phone number and, if possible, E-mail address or fax number. Applications received by 15 January 1995 will be assured of consideration. However, applications will be considered until the position is filled.

APPLIED MATHEMATICS

UNIVERSITY OF WATERLOO - Department of Applied Mathematics. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of Control Theory, to begin on or after 1 September 1995. Applicants will normally have a least two years' post-doctoral experience by the time of the appointment. Experience with applications of Control Theory in Engineering or Science would be an advantage. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with qualifications and experience. A curriculum vitae and three letters of recommendation should be sent to F.D. Goodman, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The closing date for applications is 31 January 1995. The Department of Applied Mathematics is one of five Departments in the Faculty of Mathematics at the University of Waterloo. The Department members have interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

ARCHAEOLOGY

SIMON FRASER UNIVERSITY - The Department of Archaeology invites applications for the tenure-track position of Assistant Professor to teach undergraduate and graduate courses and to undertake research in the archaeology of the Northwest Coast. PhD required. Applicants should provide evidence of their ability or potential to teach courses in archaeology, to direct field projects, and to publish their research. Highly qualified individuals without Northwest experience who are willing to switch their research and teaching focus are also encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications, including a c.v. and names and addresses of three referees, should be sent to Dr. J. Driver, Chair, Department of Archaeology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Deadline for receipt of applications is December 31, 1994. Please note that this position is subject to final budgetary approval.

ART EDUCATION

CONCORDIA UNIVERSITY - Position: 1 Full time Tenure Track - Art Education/ Montreal. Deadline: Review of applications begins 02/01/95. Information: To teach undergraduate, graduate levels, supervise MA/PhD Theses. Must have completed doctorate in Art Education. In accordance with Canadian immigration

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UNIVERSITY OF TORONTO

Department of Behavioural Science
Assistant/Associate Professor
Tenure-Stream Appointment

Context: The Department of Behavioural Science is located in the Division of Community Health in the Faculty of Medicine. The Department represents the largest concentration of social scientists in Canada in an academic setting focusing on health. The Department has two graduate programs: 1. M.Sc/Ph.D. in Behavioural Science and 2. M.H.Sc. in Health Promotion, and also teaches undergraduate medical students. The Department has strong links with both the Centre for Health Promotion and the Centre for Studies of Aging.

Qualifications: Candidates need a Ph.D. in a social science discipline, as well as post-doctoral teaching and research experience in applying a critical social science perspective to health. Demonstrated excellence is required in teaching, scholarly publications and on-going research. Candidates must have a strong focus on community health, and health promotion.

Nature of Duties: Teach M.Sc./Ph.D. research degree, professional degree (M.H.Sc.) graduate students and undergraduate medical students, as well as conduct research on social and psychological aspects of health, illness and health care. Graduate teaching requirements include research methods (especially survey and advanced quantitative), social science theory and health promotion. Candidates are expected to develop/teach courses on special areas of expertise. The Department wants to strengthen its focus on health promotion, multicultural health, aging and international health. Research interests of the Department include: sociology of health and health care; health/community psychology; health promotion; community development; health policy; social gerontology; child, adolescent and gender issues; workplace health; multicultural health; and addictions.

SALARY: Commensurate with qualifications and experience.

APPLICATIONS: Send an up-dated curriculum vitae, copies of pertinent publications and arrange to have three letters of reference forwarded to:

Dr. Harvey A. Skinner, Chairman
Department of Behavioural Science
McMurrich Building, Faculty of Medicine
University of Toronto, Toronto, Ontario, Canada M5S 1A8
Telephone: (416)978-8989 or FAX: (416)978-2087

Effective Date: July 1, 1995.
Closing Date for Applications: February 15, 1995.

In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples and persons with disabilities.

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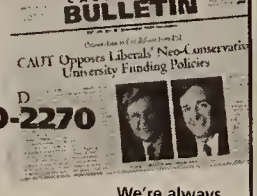

Or fax us,

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We're always ready to help you out.

University of Lethbridge

DEAN, FACULTY OF EDUCATION

The University of Lethbridge has a unique mandate within Alberta's post-secondary education system. The standards of excellence achieved in teaching, scholarship, and research have resulted in the high ranking that this institution holds within the educational community in Western Canada. The Dean is responsible to the Vice-President (Academic) for the leadership and administration of the academic programs, budget and activities of the Faculty of Education.

The Faculty of Education, one of five faculties and schools on a campus of about 4,400 undergraduate students, is committed to the development of the teaching profession and works closely with professional practitioners. The basic teacher preparation program is a five year, two degree program with a strong field component. The Faculty also offers a Master of Education program with about 180 students, mainly practising teachers, which focuses on the development of master teachers.

The Dean of Education provides leadership to the Faculty through demonstrated commitment to excellence in teaching and scholarship, in formal academic publications and in the development of the teaching profession. In addition to proven ability in these areas, the successful candidate will be a full professor with an earned doctorate, and will have administrative experience, including demonstrated skills in the areas of academic leadership and budget management, in the context of collegial governance. Experience in the public school system is required. The Dean would normally be expected to qualify for Alberta Teacher Certification.

This is a five year renewable term position beginning July 1, 1995 or by agreement. Applications should be received by **January 31, 1995** and should be accompanied by a detailed curriculum vitae. Direct applications to: **Howard E. Tennant, President & Vice-Chancellor, University of Lethbridge, Lethbridge, Alberta, T1K 3M4 or fax (403) 329-2097.**

In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents of Canada.

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment.

ANNONCES CLASSÉES

requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. For detailed description and application instructions, write to: Dr. David Pariser, Chair, Hiring Committee, Art Education Department, Concordia University, VA-209-1, 1455 DeMaisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Fax number: 514-848-8627.

ARTS

YORK UNIVERSITY - Faculty of Arts, Division of Social Science. A tenure-stream position at the assistant professor level in the field of mass communication, commencing July 1, 1995. A PhD or equivalent, and a demonstrated capacity for interdisciplinary teaching and research interests in one or more of the following areas are essential: communication theory (with a knowledge of Canadian contributions) and/or history and analysis of the production and regulation of culture in Canada (in comparative context). Capacity to teach a course in quantitative and qualitative research methods would be an asset. The Division of Social Science offers general education courses to undergraduate students, and an Honours BA program in Mass Communications, in which the successful applicant would be required to participate. Applications, with curriculum vitae and names of three referees should be sent to: Prof. John Hutchison, Chair, Division of Social Science, Faculty of Arts, 5757 Ross, York University, North York, Ontario M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Deadline for applications is January 23, 1995. This position is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BIOLOGY

ST. FRANCIS XAVIER UNIVERSITY - Department of Biology. Applications are invited for a tenure-track assistant professor position in the Department of Biology at St. Francis Xavier University, Antigonish, N.S. to begin September 1995. The successful applicant will be expected to establish an independent research program as well as teach one half course in introductory genetics, a second half course at the lower undergraduate level (e.g. in animal or plant biology) and an upper level course in the research specialty, intended for advanced undergraduate and Master's students. The biology department is located in modern, well equipped research and teaching facilities and the university is situated in a semi-rural area close to marine and freshwater environments on the Atlantic coast. Research specialty is open but preference will be given to areas which complement existing programs which emphasize aquatic organisms (fish, chitons, scallops, lobster, algae, ducks) or microbial pathogens. (See Departmental Gopher on the internet for details). Research involving molecular biological technology would be an asset. Candidates should forward a curriculum vitae, names of three referees, a summary of research interests and two selected reprints to: Dr. N. Seymour, Chair, Biology Department, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, Canada B2G 2W5, E-mail: nseymour@juliet.stfx.ca. Closing date, January 15, 1995. In accordance with Canadian immigration requirements, Canadian citizens and landed immigrants should be given preference.

CONCORDIA UNIVERSITY - The Department of Biology invites applications for a tenure-track position (budget permitting) at the Assistant Professor level starting August 15, 1995 in the area of Plant Biochemistry and Biotechnology. Candidates must have a PhD, postdoctoral research experience and published evidence of research ability. The ideal candidate will complement the existing strengths in the areas of plant secondary metabolism and molecular biology of stress responses and will be expected to contribute to undergraduate and graduate teaching in plant biology. The successful candidate will be required to develop an active research program in their area of expertise. Applicants should send a curriculum vitae, a statement of research interests, and names and addresses of three referees to Dr. R.M. Roy, Chair, Department of Biology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8 (phone 514-848-3390, FAX: 514-848-2881) by February 15, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

ACADIA UNIVERSITY - The Department of Biology at Acadia University invites applications for a tenure-track appointment (position #20107) at the Assistant Professor level up to Grid Step 4, effective on or after 1 July 1995. Applicants should have a PhD degree by the appointment date, and will teach in the areas of Developmental Biology and/or Histology. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Dan Toews, Chairperson, Selection Committee, Department of Biology, Acadia University, Wolfville, Nova Scotia B0P 1X0. The closing date for applications is 28 February 1995. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill this position.

BUSINESS

UNIVERSITY OF ALBERTA - Faculty of Business. Applications are invited for the position of Chair of the Department of Accounting & MIS, Faculty of Business, University of Alberta. The ideal candidate will have a proven record in research and teaching, and demonstrated competence in academic administration. An ability to interact successfully with the accounting profession and other external constituents, and an interest in developing educational initiatives are essential. An appointment with tenure will be made at the rank of professor. Salary is negotiable depending on experience and qualifications. An attractive and competitive salary has been made possible by the generosity of Francis Winspear. The competition will be open until a qualified individual is found. Interested persons should contact: Rodney E. Schneck, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta T5G 2R6. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA - Faculty of Business, Department of Accounting & MIS. Applications are invited for a full-time tenure-track position in Management Information Systems. Availability of position is subject to funding. Candidates should have a strong commitment to excellence in research and teaching. PhD or equivalent required, or candidate should be at the completion stage of degree. Salary and rank depend on qualifications; salaries are competitive. Appointments normally effective July 1. Competition closes February 15, 1995. Send resume to: Michael Gibbins, Actng Chair, Department of Accounting and MIS, Faculty of Business, University of Alberta, Edmonton, AB Canada T6G 2R6. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

McGILL UNIVERSITY - Faculty of Management: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, Industrial Relations, International Business, Marketing, MIS, Management Science, Managerial Economics, Organizational Behaviour, and Policy. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty and offers B.Com., MBA, and PhD degrees. Apply in writing to Prof. Richard Loulou, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec H3A 1G5. Closing date to receive applications is January 31, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed in priority to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITÉ McGILL - La faculté de gestion est à la recherche de candidat(e)s pour des postes de professeur(e) agrégé(e) adjoint(e) donnant accès à la permanence dans les domaines de la comptabilité, finance, commerce international, relations industrielles, gestion, économie d'entreprise, marketing, informatique de gestion, gestion des opérations, comportement organisationnel et politique générale des entreprises. Les candidat(e)s possedent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne experience de l'enseignement. Les candidat(e)s au poste de professeur(e) adjoint(e) sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidat(e)s. La faculté de gestion compte 60 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature à M. Richard Loulou, Vice-doyen - affairs académiques, Faculté de gestion, 1001, Rue Sherbrooke ouest, Montréal, Québec H3A 1G5, avant le 31 janvier 1995. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanents. L'Université McGill souscrit à l'équite en matière d'emploi.

UNIVERSITY OF VICTORIA - The School of Business invites applications for a tenure-track position in the area of Strategic Management commencing September 1995. The School of Business is an innovative professional management school committed to achieving international leadership in faculty scholarship and teaching excellence. Located in a moderate maritime climate in the Canadian Pacific Northwest, the School of Business attracts high calibre faculty and executive, masters and undergraduate students. The School, created in 1990, is Canada's newest business school and offers a B.Comm and an M.B.A. program with majors in International Business, Entrepreneurship and Tourism Management. Salary levels are competitive and negotiable, with some relocation assistance available. The University of Victoria is committed to an employment equity program. Women, visible minorities, aboriginals and persons with disabilities are particularly encouraged to apply. Interested individuals may forward a resume, one piece of research writing and the names of three references as soon as possible to Sharon Ferguson, Recruitment Coordinator, School of Business, University of Victoria, P.O. Box 3015 MS 8264, Victoria, BC V8W 3P1.

CARLETON UNIVERSITY - The School of Business at Carleton University invites applications for a full-time tenure-track position at the rank of Assistant Professor. Candidates having a background in one or more of the following areas are invited to apply: finance; international business; management information systems; marketing; organizational behaviour; production and operations management. The ability to teach in more than one of these areas is highly desirable. Candidates with research and teaching interests in international business in combination with one of the other areas may be given preference in hiring. The School of Business is committed to a strong research emphasis. The position requires a PhD or equivalent degree (completed or near completion), preferably with research and teaching experience. Duties include research and teaching at both undergraduate and graduate levels. Salary will be competitive and commensurate with qualifications. Appointments are normally effective July 1. The position is subject to budgetary approval. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send resume and the names of three referees by January 16, 1995 to: Dr. Nicolas Papadopoulos, Director, School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Fax: (613)788-2532.

BUSINESS ADMINISTRATION

ACADIA UNIVERSITY - The Fred C. Manning School of Business Administration at Acadia University invites applications for three tenure track appointments at the Assistant Professor level up to Grid Step 4, effective on or after 1 July 1995. Ideally applicants should have a doctoral degree by the appointment date, and will teach mainly in the areas indicated below. Position 1 (#30113) Finance; Position 2 (#30116) Marketing; Position 3 (#30119) Management Information Systems. Other duties may include significant participation in a new joint business and computer science program. Applicants should be prepared to teach in more than one functional area. Business experience would be an asset. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Hugh M. Davidson, Chairperson, Selection Committee, School of Business Administration, Acadia University, Wolfville, NS B0P 1X0. The closing date for applications is January 31, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill this position.

THE UNIVERSITY OF WESTERN ONTARIO - Western Business School is Canada's premier business school, recognized worldwide for the quality of its management education. The School's major activities include: a highly regarded full-time MBA program of 400 students, a newly established executive MBA program, a small selective honours undergraduate program of 300 students, a well-established doctoral program, and an expanded portfolio of executive education programs for functional managers, as well as industry-specific and company-based programs. The School is the editorial base for the Journal of International Business Studies. The School seeks candidates for a probationary tenure track position in the area of Entrepreneurship. The position requires that the candidates have a PhD or DBA completed or near completion with an Entrepreneurship emphasis. Members of the faculty are expected to build relationships with the business community. The successful candidate will teach in the degree-granting programs and be encouraged to participate in research and executive education opportunities. The case method is used extensively; however, different methods and pedagogical innovations are encouraged. Excellence in classroom teaching and course development is highly valued. The School supports faculty research dealing with issues of significant relevance to practising managers. This position is subject to budget approval. The University of Western Ontario is committed to

VICE-PRESIDENT (ACADEMIC)

The University of New Brunswick invites applications for the position of Vice-President (Academic).

The Vice-President (Academic) is responsible for academic leadership and for administration of the academic affairs of the Fredericton campus, where over 500 faculty members offer a range of undergraduate and graduate programs in Faculties of Administration, Arts, Computer Science, Education, Engineering, Forestry and Environmental Management, Law, Nursing, Physical Education and Recreation and Science. In addition the Vice-President is responsible for the Library, the Department of Extension and Summer Session, the office of the Registrar, and enrolment management.

The appointment commences 1 July 1995 for a term of five years.

Applications and nominations, including a curriculum vitae and brief statement of qualifications and achievements, should be submitted by **31 December 1994** to:

R.L. Armstrong, President
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick
E3B 5A3

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EQUITY.

UNIVERSITY OF NEW BRUNSWICK

McGill
VICE-PRINCIPAL ADMINISTRATION AND FINANCE

The position of Vice-Principal (Administration and Finance) at McGill University will become vacant on June 30, 1995 upon the retirement of the incumbent.

An Advisory Committee has been established to assist the Principal in the identification of a candidate or candidates suitable to assume this senior University position.

The Vice-Principal (Administration and Finance) is responsible for the planning and management of University finances, the development and administration of human resource policies and practices for administrative and support staff, compensation for all faculty and staff and equity issues in human resource activities. This University officer functions in English and French.

Comments, nominations and applications regarding this position should be forwarded in confidence to R. David Bourke, Secretary-General, c/o Secretariat, James Administration Building, 845 Sherbrooke Street West, Montreal, Quebec, H3A 2T5 before **January 30, 1995.**

McGill University is committed to equity in employment.

McGill
VICE-PRINCIPAL(E) ADMINISTRATION ET FINANCES

Le poste de vice-principal(e) (administration et finances) de l'Université McGill sera vacant à compter du 30 juin 1995, date à laquelle son titulaire actuel prendra sa retraite.

Un comité consultatif a été créé en vue d'aider le principal à sélectionner un(e) ou plusieurs candidat(e)s susceptibles de pourvoir ce poste universitaire de haut niveau.

Le vice-principal ou la vice-principale (administration et finances) est responsable de la planification et de la gestion de finances de l'Université, de l'élaboration et de l'administration des politiques et des pratiques touchant les ressources humaines en ce qui concerne le personnel administratif et de soutien, des questions de rémunération de l'ensemble du personnel enseignant et non enseignant et des problèmes d'équité concernant les activités des ressources humaines. Le ou la titulaire de ce poste travaille en anglais et en français.

Veuillez adresser vos commentaires, mises en candidature et candidatures, sous le sceau de l'anonymat, à M. R. David Bourke, secrétaire général, a/s Secrétariat, pavillon James de l'administration, 845, rue Sherbrooke ouest, Montréal (Québec) H3A 2T5 avant le **30 janvier 1995.**

L'Université McGill souscrit à l'équité en matière d'emploi.

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CLASSIFIEDS

employment equity, welcomes diversity in the workplace, and encourages applications from qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The deadline for applications for this position is 31 December 1994. Applicants for this position should send their Curriculum Vitae to professor Larry Wynant, Associate Dean, Western Business School, The University of Western Ontario, London, Canada N6A 3K7.

WILFRID LAURIER UNIVERSITY - Applications are invited for faculty positions in Accounting, Management and Organizational Behaviour, Marketing, Operations and Decision Sciences, and Policy, commencing 1 July 1995. Limited Term and Visiting Positions are available in all these areas; one Tenure Track position is available in Accounting and another in Management and Organizational Behaviour. Depending on qualifications and experience, most appointments will be made at the rank of Assistant Professor. All positions are subject to budget approval. The School of Business and Economics emphasizes a balance between teaching and research. Qualifications include PhD or ABD with evidence of strong teaching and research potential. The areas of expertise sought for the tenure track positions are financial and/or managerial accounting, and organizational behaviour and/or organizational theory. Expertise in industrial relations is sought for one of the limited term positions. This advertisement is directed in the first instance to Canadian Citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Applications accepted until positions are filled. Direct enquiries and applications to: Dr. Ron Craig, Associate Dean of Business, Human Resources and Research, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue, West, Waterloo ON N2L 3C5

BUSINESS ADMINISTRATION & COMMERCE

CONCORDIA UNIVERSITY - Faculty of Commerce and Administration. The Department of Decision Sciences and Management Information Systems wishes to nominate an eligible applicant with a strong research orientation in Management Information Systems for an NSERC Women's Faculty Award. NSERC gives preference to nominees who have completed their doctoral degree within the last five years. Nominees will also be offered a tenure-track position at the Assistant Professor level starting June 1, 1995. Should the nominee be granted an award, it is expected that she would devote most of her time to research, undertaking only a limited amount of teaching. Concordia University is committed to Employment Equity at all levels, and encourages applications from aboriginal peoples, visible minorities and disabled persons. Only women who are currently citizens or permanent residents of Canada are eligible for the award. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees, no later than December 31, 1994, to: Suresh K. Goyal, Chair, Dept. of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec H3G 1M8. Real education for the real world.

CONCORDIA UNIVERSITY - Faculty of Commerce and Administration. Applications are invited for tenure-track positions in Management Information Systems, effective June 1, 1995. For appointment as Assistant Professor, preference will be given to candidates who have completed their PhD and who have a strong research and teaching orientation. Successful candidates will participate in teaching and research supervision in the following programmes: Undergraduate, Graduate Diploma, MBA, EMBA, MSc, and PhD. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees, no later than December 31, 1994, to: Suresh K. Goyal, Chair, Dept. of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec H3G 1M8. Real education for the real world.

SIMON FRASER UNIVERSITY - The Faculty of Business Administration, Simon Fraser University, invites applications for a tenure-track appointment in Entrepreneurship/Small Business. The successful candidate will have established a primary research program in the area of entrepreneurship/small business and have the ability to teach in that area at both the undergraduate and graduate levels. Candidates must also be qualified to teach in one of the following disciplines: accounting, international business, human resource management, management information systems, marketing, policy or finance. A PhD in hand or near completion is required. Start date: September, 1995 or at a mutually agreed upon time. In the first instance, and in accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and the names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C. V5A 1S6 Canada.

CHEMISTRY

UNIVERSITY OF ALBERTA - Research Associate Position. Deadline for application 31 December 1994. Position available for up to three years, commencing in January 1995 or as soon as possible thereafter. Biophysical chemist with research experience in transient state kinetics of enzyme reactions to work on heme enzyme mechanisms. Salary range $27,000 to $30,000 per annum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and have three letters of reference sent directly to: Dr. N.B Dunford, Professor of Biophysical Chemistry, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2 The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

YORK UNIVERSITY - Department of Chemistry - Tenure-track Position in Analytical Atmosphere Chemistry. To continue a major initiative in the study of atmospheric chemistry, the Department of Chemistry invites applications for a tenure-track position in the area of Analytical Atmospheric Chemistry. Applicants should have a PhD degree, preferably in analytical chemistry, and have research interests in the chemistry of the atmosphere. Postdoctoral research experience is highly desirable. Demonstrated excellence in research and dedication to teaching at the undergraduate and graduate levels is expected. The appointment will be made at a level commensurate with experience within the Assistant and Associate Professor ranks. The successful candidate will be encouraged to join the Centre for Atmospheric Chemistry, which is an active Organized Research Unit at York University and will have the opportunity to participate in the activities of the Canadian Institute for Research in Atmospheric Chemistry (CIRAC) which is based at the University. The closing date for applications is January 31, 1995. Applications consisting of a curriculum vitae, list of publications, statement of research interests, and names and addresses of at least three referees, should be sent to Dr. O.R. Hastie, Chair, Search Committee, Department of Chemistry, York University, 4700 Keele St., North York, Ontario M3J 1P3, Canada. York University is implementing a policy of employment equity, including affirmative action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY - The Department of Chemistry, Queen's University, invites applications for a tenure track position in inorganic chemistry at the rank of assistant professor. The position is available July 1st, 1995 and the salary will be commensurate with qualifications and experience. Candidates must have postdoctoral experience and should be able to demonstrate uncommonly high promise in teaching and research. Research interests may be in any area of inorganic chemistry, and the successful candidate will be expected to develop a vigorous, creative research program and to contribute to undergraduate and graduate teaching. We encourage applications from individuals who are partway through a postdoctoral fellowship and who would therefore not be immediately available, and also from individuals who are eligible for registration as Professional Engineers in Ontario. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Applications, including the names of three referees, should be sent by February 28, 1995 to: Dr. A. Natansohn, Professor and Acting Head, Department of Chemistry, Queen's University, Kingston, Ontario K7L 3N6 Canada.

THE UNIVERSITY OF WESTERN ONTARIO - Department of Chemistry. Applications are invited for a tenure-track appointment in Organic Chemistry at the Assistant Professor level. Candidates should have a PhD and postdoctoral experience, should show exceptional promise in teaching and research, and should have a strong commitment to the development of an active research program in any area of organic chemistry. Candidates with substantial expertise in nuclear magnetic resonance are particularly encouraged to apply. Responsibilities of the appointee will include teaching at both undergraduate and graduate level, supervision of graduate students, and developing a vigorous, independent, research program supported by external funding. Applications, including curriculum vitae, publication list, a brief statement of research plans and teaching experience, and the names, addresses and telephone numbers of three referees, should be sent to Dr. G.M. Bancroft, Chair, Department of Chemistry, The University of Western Ontario, London, Canada N6A 5B7, to arrive by January 31st, 1995. The appointment will begin on July 1, 1995, but a later starting date is negotiable. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

CHEMISTRY & BIOCHEMISTRY

CONCORDIA UNIVERSITY - The Department of Chemistry and Biochemistry, Concordia University, invites applications from qualified candidates for a tenure-track appointment at the level of Assistant Professor to commence September 1, 1995. The Department is involved in an interdisciplinary ecotoxicology program at the graduate level, and will require the successful candidate to teach courses in environmental chemistry in this program. In addition, the candidate may be expected to teach undergraduate organic chemistry courses. The successful candidate will have a PhD as well as postdoctoral experience, and will be expected to establish an active research program in a branch of Applied Chemistry, such as ecotoxicology, environmental chemistry, or a related area. The Department of Chemistry and Biochemistry is located on Concordia's urban campus in cosmopolitan downtown Montreal, an area that includes a number of international pharmaceutical, biotechnological, and environmental organizations, as well as the Biotechnology Research Institute of the National Research Council of Canada. English is the principal language of instruction. Applications should include a curriculum vitae, a summary of research interests, a detailed research proposal, and an indication of start-up requirements. Candidates should arrange to have three letters of recommendation sent directly to the Chair of the Search Committee. Applications should be directed to: Dr. L.D. Colebrook, Chair, Chemistry Search Committee, Department of Chemistry and Biochemistry, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, Canada H3G 1M8; FAX (514)848-2868. The evaluation of candidates will be on-going until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to employment equity, and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority

CLASSICS

UNIVERSITY OF BRITISH COLUMBIA - The Department of Classics and the Department of Religious Studies invite applications for a tenure track position at the level of Assistant Professor, beginning July 1, 1995. The position will be held in the new Department of Classical, Near Eastern, and Religious Studies, planned for July 1, 1995. The successful applicant must have a completed PhD or evidence of imminent completion, and show clear promise of excellence in teaching and research. There is no restriction on field of specialization (including both Classical and Near Eastern archaeology), but preference will be given to a candidate who can contribute to the activities of the various branches of the new Department. An interest in interdisciplinary approaches to teaching will be also considered an asset. Salary commensurate with qualifications and experience. Applicants should in the first instance send a curriculum vitae and arrange for three letters of recommendation to be sent to either Anthony A. Barrett, Department of Classics, or to Paul G. Mosca, Department of Religious Studies, University of British Columbia, Vancouver, BC V6T 1Z1. The deadline for the receipt of applications is January 31, 1995. The position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities

COMPARATIVE LITERATURE

UNIVERSITY OF KING'S COLLEGE - For an appointment at the University of King's College, see Contemporary Studies.

COMPUTER SCIENCE

UNIVERSITY OF TORONTO - The Department of Computer Science, University of Toronto, has received funding from various granting agencies. Funding permitting, Research Associate positions and Limited Term Faculty positions are available in all areas of Computer Science. Applications should be sent by January 31st, 1995 to: Professor Wayne H. Enright, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario M5S 1A4, Canada. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF TORONTO - The Department of Computer Science, University of Toronto, has received funding from various granting agencies. Funding permitting, Postdoctoral Fellowships are available in all areas of Computer Science. Applications, including a curriculum vitae and the names and addresses of three references, should be sent by January 31st, 1995 to: Professor Wayne H. Enright, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario M5S 1A4, Canada.

COMPUTING

WILFRID LAURIER UNIVERSITY - Department of Physics and Computing. Applications are invited for two faculty positions in Computing, one tenure-track and one limited term (1 or 2 years), beginning July 1, 1995, subject to budgetary approval. The successful candidates will teach at the undergraduate level and pursue an active research program. As well as degree programs in Physics, the Department offers undergraduate degrees in computing with an emphasis on both software and hardware. Candidates with expertise in either area are welcome to apply. The Department will move into a new science building in 1995. The University is committed to employment equity policies, and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Closing date for applications will be January 31, 1995. Applications, complete with a curriculum vitae and the names of three references, should be sent to: Dr. John Irt, Chair, Department of Physics and Computing, Wilfrid Laurier University, 75 University Ave. West, Waterloo, Ontario N2L 3C5.

CONTEMPORARY STUDIES

UNIVERSITY OF KING'S COLLEGE - The Contemporary Studies Programme for the University of King's College invites applications for a probationary tenure-track appointment at the rank of Assistant Professor, commencing July 1, 1995. The field of expertise for applicants is Literary and Critical Theory. The candidate will be asked to create new undergraduate courses and must have a demonstrated ability to teach. The University of King's College is a small undergraduate institution which offers programmes of interdisciplinary study; the Contemporary Studies Programme provides wide-ranging study of contemporary European and North American thought and culture. Applications, including a curriculum vitae and three letters of reference (forwarded directly by referees) should be sent to: Elizabeth Edwards, Director, Contemporary Studies Programme, University of King's College, Halifax, NS B3H 2A1. Closing date for applications: February 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer.

CRIMINOLOGY

UNIVERSITÉ de MONTRÉAL - L'École de criminologie de la Faculté des arts et des sciences de l'Université de Montréal recherche une professeure adjointe ou un professeur adjoint à plein temps en criminologie. Fonctions: enseignement aux trois cycles. Recherche et encadrement dans le champ de la criminologie. Exigences: doctorat en criminologie, ou dans un domaine connexe (avant l'entrée en fonction). Aptitudes à la recherche et à l'enseignement aux divers cycles en criminologie. Une polyvalence dans la discipline constituerait un atout. Traitement: selon la convention collective. Date d'entrée en fonction: le 1er juin 1995 ou le 1er septembre 1995. Les personnes intéressées doivent faire parvenir leur curriculum vitae, une copie du leur dossier académique ainsi que le nom et l'adresse de trois personnes susceptibles de fournir des lettres de recommandation, avant le 1er février 1995, à: Monsieur le directeur, École de criminologie, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Québec) H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes.

SIMON FRASER UNIVERSITY - 1. The School of Criminology is inviting applications for one tenure-track position in the Assistant Professor level which, subject to final budgetary approval, will be available from the start of the 1995/96 academic year. The School has a well-established undergraduate programme with 760 majors in Criminology. It also offers graduate programmes leading to the degrees of M.A. and PhD; there are 62 students enrolled in such programmes. The teaching faculty is multi-disciplinary and, at present, consists of 22 members. 2. PhD in a social or behavioural science discipline, with demonstrated teaching abilities. All candidates are asked to submit a sample of their research publications. Note: In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents of Canada. However, if suitable Canadian applicants cannot be determined, individuals from other countries will be considered. 3. To undertake research and to conduct courses in criminology. 4. Dependent on qualifications and experience. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. 5. Applications will be treated in confidence, and should be sent together with c.v. and names and addresses of at least three referees to: Professor Neil Boyd, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. The successful candidate may commence duties on 1 September, 1995. 7. Applications will be accepted until 15 January, 1995.

DRAMA & SPEECH COMMUNICATION

UNIVERSITY OF WATERLOO - Drama & Speech Communication. Assistant/Associate Professor: The University of Waterloo invites applications for a two-year renewable position as Technical Director in the Department of Drama and Speech Communication beginning May 1995. Responsibilities include scheduling and budgeting 4 to 5 productions per year, teaching in area(s) of expertise, supervising/mentoring students and university service. Secondary areas should include scene and/or lighting design and carpentry, plus a very strong knowledge of all aspects of production. Collaborative skills are essential. Qualifications include previous teaching experience and a strong link with the professional theatre community. Send letters of application, vita/resume and three letters of reference to: Professor Gail Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: January 15, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

EARTH & ATMOSPHERIC SCIENCE

YORK UNIVERSITY - The Department of Earth and Atmospheric Sciences and the Department of Geography invites applications for a joint tenure-stream academic appointment at the Assistant Professor level on July 1st 1995. We are seeking a candidate with a PhD and demonstrated excellence in research and application of Geographic Information Systems. The appointee will have research interests in environmental geoscience. The appointee will be expected to teach courses in Physical Geology and to develop a new Geographic Information Systems laboratory. At least half of his/her instructional responsibilities will comprise Geographic Information Systems courses. Letters of application with the names of three referees should be sent by January 31, 1995 to: Dr. Gary Jarvis, Chair, GIS/Earth Science Search Committee, Department of Earth and Atmospheric Science, York University, 4700 Keele Street, North York, Ontario M3J 1P3. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity including affirmative action for women faculty.

EAST ASIAN STUDIES

McGILL UNIVERSITY, Montréal, Québec, Canada. Pending final budgetary approval, the Department of East Asian Studies invites applicants for a tenure-track position in modern Japanese literature and/or culture, beginning September 1, 1995. Qualifications include: PhD in hand at the time of appointment; demonstrated commitment to undergraduate and graduate teaching and research. Preference will be given to those candidates showing interdisciplinary profile whose teaching and research interests include some area of contemporary Japan. Candidates should be capable of teaching undergraduate courses in Japanese literature and culture on a variety of periods in addition to specialization; graduate courses in specialization; an occasional translation course from modern Japanese to English. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to the attention of Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Send letter of application, vitae, and three letters of recommendation to the Chair, Department of East Asian Studies, McGill University, 3434 McTavish, Montréal, PQ H3A 1X9, Canada, to arrive no later than January 15, 1995.

ECONOMICS

UNIVERSITY OF SASKATCHEWAN - The Department of Economics of the University of Saskatchewan invites applications for a one year limited-term position at the assistant professor rank, subject to budgetary approval. All fields of specialisation will be considered. A PhD or work towards a PhD is required. The appointment is effective September 1, 1995; salary is commensurate with qualifications. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Professor Morris Altman, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. This position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. Applications close when the position is filled, but in any case not before February 28, 1995. The University of Saskatchewan is committed to the principle of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications.

ACADIA UNIVERSITY - The Department of Economics at Acadia University invites applications for a tenure track appointment (position #10304) at the Assistant Professor level up to Grid Step 4, effective on or after July 1, 1995. Applicants should have completed, or be close to the completion of, a PhD degree and must show the potential to become accomplished teachers and resoqnised scholars. All fields of specialsation are open and the department is looking for the candidate who can best contribute to its teaching profile. Applicants should submit a letter of application and a curriculum vitae, and arrange for three letters of recommendation to be sent to: Chairperson, Selection Committee, Department of Economics, Acadia University, Wolfville, N.S. B0P 1X0. The closing date for applications is when the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill the position.

CARLETON UNIVERSITY - The Norman Paterson School of International Affairs invites applications, subject to budgetary approval, for a tenure-track appointment beginning in the 1995-96 Academic Year at the rank of Assistant Professor. The position is in the field of international economics. The candidate must have a PhD and demonstrate the ability to teach and supervise at the graduate level. The Norman Paterson School of International Affairs is an interdisciplinary graduate program offering an M.A. degree in the areas of international political economy, international development, and conflict analysis and resolution. The successful candidate may expect to do some team teaching with faculty from other disciplines. Applications, including curriculum vitae, samples of written works, and the names of at least three referees, should be sent by December 30, 1994 to: Maureen Appel Molot, Director, The Norman Paterson School of International Affairs, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

UNIVERSITÉ LAVAL - Le Département d'économique de l'Université Laval cherche à combler plusieurs postes de professeures, professeurs, pour exercer les fonctions suivantes: Enseigner et encadrer les étudiants au niveau du baccalauréat, de la maîtrise et du doctorat dans les cours de base (micro-économie, macro-économie ou économétrie) ainsi que dans au moins un domaine de spécialisation; Faire de la recherche en économique pour fins de publication dans les revues scientifiques; Participer aux autres aspects de la vie interne et externe du département. Exigences: Tous les niveaux d'expérience seront considérés. Cependant le doctorat doit être complété ou sur

UNIVERSITE D'OTTAWA | UNIVERSITY OF OTTAWA

PROFESSEUR(E)S FACULTÉ D'ADMINISTRATION

La Faculté d'administration de l'Université d'Ottawa est à la recherche de plusieurs professeur(e)s à temps plein, contractuel/s ou permanent/s, dans les domaines suivants:

Health Administration and Health Policy, en anglais
Science de la gestion/Management Science/Production en anglais ou bilingue
Comptabilité/Accounting en anglais et/ou en français
Marketing en français
Public Policy and Management en anglais (contrat d'un an seulement)
Systèmes d'Information en Gestion (SIG) en français (contrat d'un an seulement)

Qualifications requises:
Doctorat ou equivalent (obtenu ou presque terminé) dans le domaine approprié.
MBA un atout.

Pour les postes en Comptabilité: Désignation professionnelle (CA, CGA ou CMA) un atout supplémentaire
Pour les postes en Science informatiques de Gestion une maîtrise dans le domaine et un bonne expérience professionnelle pourront remplacer l'exigence de doctorat.

L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature.
Salaire: selon les qualifications et l'expérience.

Faire parvenir votre curriculum vitae au plus tard le **31 décembre 1994** à l'adresse suivante: Jérôme Doutriaux Ph.D., Vice-Doyen Faculté d'administration, Univ. d'Ottawa 136 J-J Lussier, Ottawa, Ontario K1N 6N5 Tél: (613)564-6590; FAX: (613)564-3865.

UNIVERSITÉ D'OTTAWA | UNIVERSITY OF OTTAWA

TEACHING POSITIONS FACULTY OF ADMINISTRATION

The Faculty of Administration, University of Ottawa, invites applications for several full-time, contractual or tenure-track teaching and research positions in the following fields:

Health Administration and Health Policy, in English
Management Science/Production in English or Bilingual
Accounting/Comptabilité in English and/or in French
Marketing en français
Public Policy and Management in English (one year contract only)
Systèmes d'Information en Gestion (SIG) en français (one year contract only)

Qualifications:
Ph.D. or equivalent (completed or close to completion) in the field of interest required. MBA is an asset.

For Accounting, a professional qualification (CA, CGA, CMA) is an additional asset. Pour SIG, une Maîtrise dans le domaine et une bonne expérience professionnelle pourront remplacer l'exigence de doctorat.

Salary is open to negotiation, commensurate with experience and qualifications.

Equity Is a University policy. The University strongly encourages applications from women.

Send resumés before **December 31, 1994** to: Jérôme Doutriaux, Ph.D., Vice-Dean, Faculty of Administration, Univ. of Ottawa, 136 J-J Lussier, Ottawa, ON K1N 6N5. Tel: (613)564-6590; Fax: (613)564-3865.

ANNONCES CLASSÉES

le point de l'être. Toute bonne candidature sera considérée, quels que soient les champs de spécialisation. Toutefois, la priorité sera donnée aux candidatures en Économie internationale, Économie de l'environnement, Économie du développement, Théorie économique et Micro-économie appliquée. Le Département d'économique étant responsable de l'enseignement et de la recherche en science économique dans le cadre à la fois de programmes relevant de la Faculté des sciences sociales et de programmes relevant de la Faculté des sciences de l'administration, les personnes théoriciennes pourront être appelées à enseigner et à encadrer la clientèle étudiante dans les programmes de l'une et l'autre de ces facultés. Les personnes choisies devront démontrer des aptitudes pour chacune des fonctions reliées au poste. Conditions: Selon la convention collective en vigueur. En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. En accord avec les exigences du Ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada. Date d'entrée en fonction: Le 1er juin 1995. Date limite de réception des candidatures: Le 31 décembre 1994. Faire parvenir votre candidature à: Professeur Gérard Gaudet, directeur, Département d'économique, Pavillon 1-A. De Sève, Université Laval, Québec, (Québec), Canada G1K 7P4, Téléphone. (418)656-7802, Télécopieur: (418)656-2707, Internet: gerard.gaudet@ecn.ulaval.ca.

THE UNIVERSITY OF NEW BRUNSWICK - Saint John Campus, Department of Social Science, invites applications for a tenure track position in Economics beginning January 1, 1996. Candidates should have a PhD in Economics and some teaching experience. Duties will include teaching three full courses and to develop a research program. Most fields of specialization will be considered, but those of special interest are money and banking, financial economics, Canadian economic issues and economic history. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. Department representatives will be in Washington (AEA meetings). Electronic enquiries may be sent to KABIRJ@UNB.CA. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY - The Faculty of Administrative Studies, Economics Area expects to make a tenure track or tenured appointment at the associate or full professor level starting July 1995. A strong orientation toward the application of economics to management decision-making and public policy is desired. Familiarity with the Canadian economy and global trade and investment patterns are useful attributes. Macroeconomics is the preferred specialization, but outstanding candidates in other fields will be considered. Applicants must have a PhD, a superior scholarship record and proven effectiveness in teaching. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position is subject to budgetary approval. With their letter of application, candidates should submit a curriculum vitae, copies of selected publications, and the names of three referees to: Prof. Bernard M. Wolf, Area Coordinator of Economics, Faculty of Administrative Studies, York University, North York (Toronto), Ontario M3J 1P3 Canada. FAX: (416)736-5687; Phone: (416)736-5068.

UNIVERSITY OF TORONTO
NEAR EASTERN STUDIES

The University of Toronto invites applications for a tenure stream position in Aramaic-Syriac language and literature at the rank of Assistant Professor, effective July 1, 1995. Candidates must have a Ph.D., and scholarly publications in Aramaic-Syriac, as well as competence in one other major Near Eastern language, preferably Akkadian, or Hellenistic Greek. The current base salary of an Assistant Professor is $38,200. Applications, including C.V., and letters of reference from at least three scholars in the field, should be sent to Prof. R.J. Leprohon, Department of Near Eastern Studies, University of Toronto, Toronto, Ontario M5S 1A1, by **January 31, 1995**. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

Université de Montréal

Professeures ou professeurs en sciences économiques

Le Département de sciences économiques de la Faculté des arts et des sciences recherche des candidats ou des candidates pour plusieurs postes de professeurs à plein temps, en début de carrière. Les candidats à ces postes doivent être détenteurs d'un Ph.D. en sciences économiques (ou sur le point de le compléter) et doivent faire preuve d'aptitudes pour l'enseignement universitaire et la recherche scientifique. Le champ de spécialisation en sciences économiques n'est pas primordial et tout excellent candidat sera considéré sérieusement. Deux postes concernent spécifiquement l'économie des transports, de l'environnement ou l'économie spatiale avec un demi-détachement de recherche au Centre de recherche sur les transports (CRT) de l'Université de Montréal. Le CRT est un centre universitaire s'intéressant à la recherche, au développement et à la formation de spécialistes dans le domaine des transports.

Une charge de travail normale comprend un enseignement aux trois cycles d'études, la supervision d'étudiants, une production significative de recherche scientifique et une participation au fonctionnement de l'institution. Conditions salariales et matérielles concurrentielles. La date d'entrée en fonction pourrait être à l'été 1995.

Les personnes intéressées doivent faire parvenir leur curriculum vitæ (avec un dossier complet lorsque pertinent) et les noms et adresses de trois personnes pouvant fournir une recommandation, ***avant le 31 décembre 1994, à :***

M. Claude Montmarquette, directeur
Département de sciences économiques
Université de Montréal
C.P. 6128, succursale Centre-ville
Montréal (Québec), H3C 3J7

Téléphone : (514) 343-6539
Télécopieur : (514) 343-5831
Email : MONTMAR@ERE.UMONTREAL.CA

(Ces postes sont sujets à approbation budgétaire)

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes.

(0433)

CARLETON UNIVERSITY/UNIVERSITY OF OTTAWA - Post-doctoral Fellowship in Canada-United States Economics Relations. The Centre for Trade Policy and Law (CTPL) invites applications for a six-month post-doctoral fellowship (January 15 - July 15, 1995) to undertake research on Canada-United States economic issues. The candidate must have a PhD and have a background in international economics, Canada-United States relations or international political economy. A fellowship in the amount of $16,000 will be awarded to the successful candidate. The Centre was established in April, 1989 with a three-pronged mandate to promote greater public understanding of trade and investment policy issues, to foster independent analysis and research of trade policy and legal issues, and to encourage the development of trade policy professionals and practitioners. The Centre is jointly sponsored by the Norman Paterson School of International Affairs, Carleton University, and the Faculty of Law at the University of Ottawa. Applications, including curriculum vitae and proposed research agenda, and the names of at least two referees, should be made by December 31, 1994, to: Murray G. Smith, Director, Centre for Trade Policy and Law, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University and the University of Ottawa are committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Funding for this fellowship was provided by a generous contribution from the Canadian Donner Foundation.

UNIVERSITY OF TORONTO - Three Positions in Economics. The Division of Management and Economics, Scarborough Campus, University of Toronto, is recruiting in the tenure stream at the Assistant Professor level in these areas: macroeconomics, with emphasis on open economies; international economics; either industrial organization or public finance, with econometrics as a field of specialization. Duties include undergraduate teaching at the Scarborough Campus, graduate teaching in the Department of Economics, St. George Campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Salary commensurate with qualifications. Interested candidates should write, providing a cv, names of 3 referees, and evidence of scholarly and teaching ability, to: Professor S. Bolins, Chair, Division of Management and Economics, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ont. M1C 1A4. Deadline for applications is January 9, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is an equal opportunity employer

WILFRID LAURIER UNIVERSITY, Department of Economics. Applications are invited for appointments beginning July 1, 1995, subject to budgetary approval. PhD, or near PhD, preferably with some teaching and research experience. Duties include teaching at the undergraduate and master's level and research. Candidates in all areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. A smoke-free working environment is provided. Applications with a curriculum vitae and the names of three references should be sent to Dr. Terrence Levesque, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.

EDUCATION

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION will require a sessional instructor during the 1995 Summer Session—July 3 to August 12—to teach a course at the graduate level in the Department of Sociology in Education (subject to approval). The course, entitled "Gender Identity and Women's Situation in Post-Communist Countries: The Role of Education," examines women's access to education over time and the consequences for women's situation in post-communist societies. Specific attention will be paid to women's access to education and their role as educators in the precommunist period, under communism, and in the transition to a market economy and democracy. Minimum qualifications normally include an earned doctorate in a relevant discipline, qualifications to teach at the master's and doctoral level and a record of relevant scholarly research and publications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. We invite qualified applicants who are members of economically disadvantage groups such as women, members of visible minority, persons with disabilities and native people. Forward applications including a current curriculum vitae and a brief outline for the course by January 15, 1995 to: Dr. Malcolm Lewis, Assistant Director (Academic), Reference 3/17/95, The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario M5S 1V6

UNIVERSITY OF VICTORIA - Faculty of Education, Department of Arts in Education. Applications are invited for a full-time tenure-track position in Elementary Music Education at the Assistant Professor rank. The appointment commences July 1, 1995. General qualifications: a doctorate in music or music education preferred; substantial background and teaching experience K-7; evidence of research interest and competence. The successful candidate will be expected to teach undergraduate and graduate elementary music education classes and supervise student teachers and graduate students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment is made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Applications should include curriculum vitae, official transcripts of university course work, and the names of three referees. Applications should be sent before February 15, 1995 to: Dr. I.K. Burbank, Chair, Department of Social and Natural Sciences, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4

UNIVERSITY OF VICTORIA - Faculty of Education. The Department of Social and Natural Sciences wishes to make a tenure track appointment in elementary social studies education. Teaching responsibilities will include social studies at the undergraduate and graduate levels. The potential candidate should have a PhD or Ed.D. in social studies education, elementary school teaching experience and an active research agenda. A background in learning theory and experience in computer applications in the classroom is desirable. Effective date of appointment will be July 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Applications should include curriculum vitae, official transcripts of university course work, and the names of three referees. Applications should be sent before February 15, 1995 to: Dr. I.K. Burbank, Chair, Department of Social and Natural Sciences, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4

UNIVERSITY OF BRITISH COLUMBIA - The Department of Counselling Psychology at the University of British Columbia invites applications for a 12-month visiting professor appointment at the Assistant Professor level. The appointment will become effective September 01, 1995 or sooner, and will be subject to final budgetary approval. The Department offers programs leading to PhD, M.A. and M.Ed. degrees. Applicants should have a doctoral degree in an appropriate area, experience in teaching graduate courses, and evidence of research competence. The Department places strong emphasis on the scientist/practitioner model. Duties will include primary teaching responsibilities in the Master's program for School Counselling/Consultation or Family Counselling/Consultation. Secondary teaching responsibilities will include counselling theory and practice. Salary will depend upon qualifications and experience. Appointment may be considered at a higher rank for a women with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is January 31, 1995. Letters of application, curriculum vitae, the names, addresses and phone/FAX numbers of three referees, together with a statement of research interests and one recently published article (if available) should be sent to Dr. Bonnie Long, Acting Head, Department of Counselling Psychology, Faculty of Education, University of British Columbia, 2616-2125 Main Mall, Vancouver, BC V6T 1Z4

Writer-in-Residence

Markin-Flanagan Distinguished Writers Programme

The Markin-Flanagan Distinguished Writers Programme at The University of Calgary enhances the activities of the Department of English, especially its creative writing routes at the BA, MA, and PhD levels, and benefits writers and readers in Calgary, in Alberta, and in Canada. It provides residencies for a particularly promising Canadian writer and a distinguished visiting writer of international stature.

The Department invites applications for the position of writer-in-residence from promising Canadian writers. Candidates should offer a strong publishing record and, preferably, a graduate degree. This ten-month term appointment, to begin August 15, 1995, offers a salary of $35,000 plus benefits. The residency will include manuscript consultations with students and other writers as well as administrative and other duties relevant to the programme.

The University of Calgary is committed to Employment Equity.

Applicants should send a curriculum vitae, samples of published or written work, and arrange to have three letters of reference sent by January 15, 1995, to:

Dr. Ronald B. Bond, Dean, Faculty of Humanities
The University of Calgary, 2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Education at the University of New Brunswick invites applications for two tenure-track positions at the level of Assistant or Associate Professor commencing 1 July 1995. (1) Educational Counselling/Psychology in the Department of Educational Foundations; and (2) Family Studies/Home Economics Education (Nutrition/Foods) in the Department of Adult and Vocational Education. Applicants should possess a PhD, Ed.D. or equivalent combination of qualifications and experience, have a strong background in the relevant area, and be qualified to teach and supervise undergraduate and graduate students. School-based experience will be considered an important asset. In addition, applicants should show some evidence of ability to contribute to the overall Faculty through such activities as program development, committee work and special projects. Applications should contain: (1) a curriculum vitae containing three references; (2) a portfolio of representative accomplishments, research, and scholarly activity; and (3) a teaching dossier which includes a description of the candidate's approach to education and evidence of teaching skills. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principles of employment equity. The positions are subject to final budgetary approval. Chairs of the search committees will be Dr. Walter Ott for Educational Counselling/Psychology and Professor Theresa Smith for Family Studies/Home Economics. Applications should be sent to the attention of Dr. Laverne Smith, Dean, Faculty of Education, University of New Brunswick, Fredericton, NB E3B 6E3

UNIVERSITY OF VICTORIA - The Faculty of Education will require Sessional Instructors during the 1995 Summer Session. Applications are invited for the following areas: Graduate Courses: Curriculum Studies; Educational Psychology; Counselling; Educational Administration; Reading and Language Arts; Educational Foundations; Special Education; Educational Technology. Undergraduate Courses: Reading/Language Arts; Foundations; English as a Second Language; Educational Psychology; Child Adolescent Development; Exceptional Children; Learning Disabilities; Counselling; Media and Library Education; Educational Technology; Science Education (Physical, Earth-Space and Curriculum & Instruction); Mathematics Education; Social Studies Education. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Send application letter and curriculum vitae, by March 1, 1995, to: Dr. F.E. Bell, Associate Dean, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4

UNIVERSITY OF ALBERTA - Applications are invited for 6 tenure-track positions in the Faculty of Education at the University of Alberta. The appointments will be at the Assistant Professor level with a current salary range of $39,230 to $55,526 (subject to confirmation of funding). The date of appointment will be July 1, 1995. The successful candidate will be expected to pursue a program of research and related scholarly activities. Applicants must have teaching experience and a recognized teaching certificate. A doctorate or near completion in a related discipline is required. **Secondary Education, Career & Technology Studies in Industrial Education:** Duties will include undergraduate and graduate teaching in curriculum and instruction courses in career & technology studies (industrial education) and general curriculum studies, working with field personnel and students in field experiences programs and graduate student supervision at the Masters and doctoral levels. **Secondary Education, Career & Technology Studies (0.50FTE):** Duties will include undergraduate and graduate teaching in curriculum and instruction courses in career & technology studies (home economics education) and general curriculum studies, working with field personnel and students in field experience programs and graduate student supervision at the Masters and doctoral levels. **Educational Psychology:** Emphasis will be on the applications of Education Psychology to teaching, learning and the creation of successful classroom environments. Responsibilities will include teaching at the undergraduate and graduate level, supervision of student teachers, and supervision of graduate students. The Department offers strong emphasis on theory/practice interactions. **Educational Policy Studies, Analysis of Educational Policies:** The Department of Educational Policy Studies is a newly created department combining Educational Administration, Educational Foundations and Adult and Higher Education. The successful candidate will work in the area of policy analysis from an administrative perspective and should integrate this work with another area of specialty in the department: adult and higher education; history of education, philosophy of education, sociology of education and international and intercultural education. **Elementary Education, Mathematics Teacher Education:** Duties will include undergraduate and graduate teaching in curriculum and instruction courses in Mathematics Education and general methodology, supervision of field experiences and graduate supervision. Candidates should have a suitable academic background in Mathematics Education. **Elementary Education, Mathematics Social Studies Teacher Education:** Duties will include undergraduate and graduate teaching in curriculum and instruction courses in Social Studies Education and general methodology, supervision of field experiences and graduate supervision. Candidates should have a suitable academic background in Social Studies Education. Applications to specific positions, including a current curriculum vitae, relevant scholarly papers, and the names of three referees should be submitted by January 31, 1995 to Dr. Harvey Zingle, Dean, Faculty of Education, University of Alberta, Edmonton, AB T6G 2G5. The University of Alberta will try to facilitate spousal employment within the limits of current Canada Employment and Immigration requirements. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

EDUCATIONAL POLICY

UNIVERSITY OF CALGARY - The Department of Educational Policy and Administrative Studies invites applications for a full-time tenure-track position as Assistant Professor of Educational Policy Studies, with research interests related to reform in Canadian education, policy restructuring, and the governance of education. Responsibilities include teaching at the undergraduate and graduate levels, advising practicum students, and supervising students in MEd, MA and PhD programs. The successful candidate will have a completed doctorate, an established program of research in educational policy, and demonstrated ability in working collaboratively with academics and practitioners. Preference will be given to a candidate with credibility in the educational community and who may have experience as a respected administrator at the school, district, or government level. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to employment equity. Please send applications with curriculum vitae and the names of three referees by January 11, 1995 to: Dr. R.R. O'Reilly, Department of Educational Policy and Administrative Studies, The University of Calgary, 2500 University Drive N.W., Calgary, AB, Canada T2N 1N4

ENGINEERING

TECHNICAL UNIVERSITY OF NOVA SCOTIA - The Department of Engineering of the Technical University of Nova Scotia invites applications for a tenure-track faculty position in any of the following areas: control systems, machine design, manufacturing. The appointment is expected to be at the Assistant Professor level, however, outstanding candidates with academic experience may be considered for a position at the rank of Associate Professor. The successful candidate will be expected to teach courses at the undergraduate and graduate levels, and to develop a vigorous and funded research program. Candidates must have an earned doctorate in Mechanical Engineering, an outstanding academic record, excellent communications skills and teaching ability, and should be qualified to be registered as a professional engineer. Industrial experience, although not essential, will be considered an asset. Applications, including a curriculum vitae and the names and addresses of three referees, should be submitted to the Head, Department of Mechanical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada B3J 2X4, by January 31, 1995. It is expected that the appointment will be made by July 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUNS is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities and visible minorities

McMASTER UNIVERSITY - The Department of Mechanical Engineering at McMaster University invites applications for a tenure-track position at the Assistant Professor rank in the area of manufacturing engineering. The appointment is subject to final budgetary approval. Applicants must possess expertise in the areas of robotics applications in manufacturing processes, manufacturing automation, controls and sensor technology. A strong experimental background is highly desirable. Experience with industrially sponsored research would also be an asset. Candidates must have a PhD degree in Mechanical Engineering or equivalent discipline. The successful candidate is expected to develop strong externally funded research programmes, teach at both the undergraduate and graduate levels and participate in supervising graduate students. Applications will be accepted until February 28, 1995. McMaster University has an employment equity programme, and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, with the names of at least three referees, should be sent to: Dr. M.A. Elbestawi, Chair, Mechanical Engineering Department, McMaster University, Hamilton, Ontario, Canada L8S 4L7; Tel: (905)525-9140, Ext. 24314; Fax: (905)572-7944

THE UNIVERSITY OF TORONTO - Department of Mechanical Engineering, invites applications for an academic tenure stream position at the rank of Assistant Professor. The successful applicant will be expected to develop an independent research program in the area of Mechatronics and/or Computer Aided Design and Integrated Manufacturing. Teaching duties will include assisting the Department's undergraduate thrust in Design. Applicants must have a doctoral degree, an outstanding academic record, excellent communications skills and effective teaching ability and should be prepared to obtain registration with the Professional Engineers of Ontario (PEO). Start date is July 1st, 1995. Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor I.G. Currie, Acting Chair, Department of Mechanical Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario M5S 1A4. The closing date for applications to be received is February 3rd, 1995. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Civil Engineering at the University of British Columbia invites applications for two tenure-track positions at the Assistant Professor level in the fields of Environmental/Geo-environmental and Structural Engineering. The successful candidates will be expected to be active in graduate teaching, research and interaction with industry, and to take part in teaching related undergraduate courses. Qualifications should include a PhD in engineering or a related discipline, and the successful candidates are expected to have or seek professional registration with the Association of Professional Engineers and Geoscientists of British Columbia. Relevant industrial experience would be an asset.

CLASSIFIEDS

Environmental/Geo-environmental Engineering: The successful candidate is expected to have expertise in one or more of the following areas: modelling and control of environmental engineering processes; groundwater contamination and contaminant transport in soils, and site assessment and remediation. He or she should have a strong background in biological and/or physical-chemical processes, and a strong commitment to experimental research. Structural Engineering: The successful candidate is expected to undertake research and teaching in mechanics applied to civil engineering problems, with concentrations in one or more of the following areas: continuum mechanics with applications to static/dynamic problems in structural engineering; modelling of material behaviour; and numerical methods (finite elements and/or boundary elements) applied to structural analysis. The deadline for applications is February 28, 1995, with the appointments to be made effective July 1, 1995, or as soon as possible thereafter. The positions are subject to final budgetary approval in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents of Canada. Please submit an application, including a curriculum vitae and the names of three referees, to: Dr. M. Isaacson, Professor and Head, Department of Civil Engineering, University of British Columbia, Vancouver, B.C. Canada V6T 1Z4. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

TECHNICAL UNIVERSITY OF NOVA SCOTIA - The Department of Electrical Engineering of the Technical University of Nova Scotia has a tenure-track faculty position available at the Assistant Professor level in the areas of Communications systems and Data Communications. The appointment will be with the Birchhill Communications Research Group (BCRG) which is within the Department of Electrical Engineering and is sponsored by industrial partners. The incumbent will be expected to pursue pre-competitive research which is of interest to the sponsoring companies and is in line with the Departmental direction. The areas of interest include wireless communications, coding and modulation, navigation systems, multimedia, computer communications and ATM. The incumbent will have a reduced teaching load for the first three years after initial appointment. Candidates should have earned a PhD in Electrical or Computer Engineering, be eligible for registration as a Professional Engineer, and be eligible for appointment under the NSERC Research Partnerships Program guidelines. Industrial experience would be an asset and candidates should have the demonstrated ability to contribute to the research and teaching programs of the Department. Applications, including a curriculum vitae and the names of three referees, should be submitted by March 31, 1995 to: The Head of the Department, Department of Electrical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia Canada B3J 2X4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUNS is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities and visible minorities.

UNIVERSITY OF TORONTO - The Department of Electrical and Computer Engineering invites applications for a tenure-stream Assistant Professor position in the area of microelectronics. The applicant is expected to have a strong research interest in integrated circuits design for signal processing and/or communications applications using leading edge technologies. The position involves both research and teaching at the undergraduate and graduate levels. Applicants must have a doctoral degree in Electrical Engineering, an outstanding academic record and effective teaching ability. The position is supported by Bell Northern Research/Northern Telecom Ltd. with whom active interaction is expected. Additional research support may be available through the Natural Sciences and Engineering Research Council of Canada (NSERC) Research Partnerships Program. Salary is commensurate with qualifications and experience. Applicants should send a curriculum vitae, a statement concerning teaching and research interests, and a list of three references by January 31, 1995 to: Professor Safwat G. Zaky, Chair, Department of Electrical and Computer Engineering, University of Toronto, Toronto, Ontario M5S 1A4 Canada. The appointment will be made as soon as possible after the closure date. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, Aboriginal people and physically challenged persons.

CONCORDIA UNIVERSITY - The Department of Civil Engineering invites applications for a tenure-track faculty position in structural engineering. Candidates must possess a PhD in Civil Engineering and have skills in computer applications. A strong analytical background and thorough knowledge of finite element formulation are pre-requisites, as is the ability to teach advanced graduate courses in structural analysis and design. Practical design experience - preferably in a North American setting - in concrete, timber, or metal structures is essential. The successful candidate will be expected to establish a significant research program, supervise M.A.Sc. and PhD students and demonstrate a strong commitment to teaching at all levels. Ability to assume administrative responsibility and to generate research funding are also important criteria. A knowledge of French will be an asset. Membership, or eligibility for membership, in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Professor Cedric Marsh, Acting Chair, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec, Canada H3G 1M8. Applications will be accepted until the position is filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, women candidates shall be given priority.

CONCORDIA UNIVERSITY - The Department of Civil Engineering invites applications for a tenure-track faculty position in Environmental Engineering. Applicants must possess a PhD in Engineering with specialization and a proven research record in environmental engineering. Applicants with a strong background in environmental chemistry in particular are sought. Familiarity with computer analysis and industrial experience are important assets. The successful candidate will be expected to participate in the development of the environmental engineering laboratory, establish a significant research program, supervise M.A.Sc. and PhD students, and demonstrate high quality teaching of graduate and undergraduate courses. Ability to assume administrative responsibility and to generate research funding are also important criteria. A knowledge of French will be an asset. Membership, or eligibility for membership, in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Professor Cedric Marsh, Acting Chair, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec, Canada H3G 1M8. Applications will be accepted until the position is filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, women candidates shall be given priority.

UNIVERSITY OF NEW BRUNSWICK - Applications are invited for a tenure track position, at Assistant Professor level, in the Department of Chemical Engineering at the University of New Brunswick. Candidates should have a PhD in chemical engineering, or a related discipline, from a recognized university and a strong commitment to teaching and research. Industrial experience is desirable. The strength and motivation of an applicant are regarded as more important than the particular area of research although the extent to which a candidate's research interests complement and extend the current areas of activity within the department will also be considered. The position, which is subject to final budgetary approval, is scheduled to take effect July 1st 1995, but subject to mutual agreement, an earlier starting date may be possible. Candidates should write to the Chairman, Department of Chemical Engineering, P.O. Box 4400, University of New Brunswick, Fredericton, NB E3B 5A3, enclosing a full curriculum vitae and the names and addresses of three referees. Closing date: December 31, 1994. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is an "equal opportunity" employer committed to the principle of employment equity.

McMASTER UNIVERSITY invites applications for Manager of the Nuclear Reactor. The McMaster Nuclear Reactor is a swimming pool type reactor located on campus and is used for research, education and isotope production purposes. The Manager must be knowledgeable in the handling of fissile material, have a Bachelor's degree in a related Science or Engineering field and have at least five years of reactor experience. The successful applicant must meet the licensing requirements of the AECB. Good interpersonal skills and training and experience in the implementation of safety factors are also essential. Duties include implementation of operating policy and procedures, assistance in budget preparation, supervision of maintenance, report preparation, fuel management and disposal, assisting researchers, and liason with other research facilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McMaster is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Applicants should send a resume and a list of three referees by January 1st, 1995 to: Dr. Wm. J. Garland, Director, McMaster Nuclear Reactor, McMaster University, Hamilton, Ontario, Canada L8S 4K1 (email: garlandw@mcmaster.ca). We thank all applicants in advance and advise that only those to be interviewed will be contacted by telephone.

CONCORDIA UNIVERSITY - The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time

THE BEST PROFESSORS ARE THE BUSIEST. We specialize in doing the hard work involved in Overseas Travel-Study programmes. Let us organize your course offering overseas. Contact University Expeditions. Fax: (514) 264-2263, Tel: (514) 264-3308, or write 1001, Route 138, Athelstan, Quebec J0S 1A0.

curtin

University of Technology
Perth Western Australia

Tenurable Lecturer
Economics (Ref: 1882)
School of Economics and Finance

Applications are invited from suitably qualified candidates for a tenurable lectureship in the Department of Economics. The Department of Economics has 15 academic staff members and is part of the School of Economics and Finance — one of six Schools in the Curtin Business School. The appointee will be required to teach in one or two large core undergraduate quantitative subjects (ie econometrics and/or mathematical economics), as well as in at least one other subject area of economics (at graduate or undergraduate level).

The Department has strengths in the areas of labour economics, international economics, macroeconomics, microeconomics, public finance and history of economic thought, among other fields of economics. It also has a growing teaching and research orientation toward Asian economies. However, candidates with expertise and interest in other areas of economics are encouraged to apply.

Applicants should hold a PhD in economics, or be nearing completion of one. Prior teaching experience at tertiary level is desirable. Evidence of research potential is a requirement. The appointee will be expected to develop a high quality research profile and to contribute to the intellectual life of the Department.

For further information contact Dr Ian Kerr (tel: 61-9-351 7722, fax: 61-9-351 3026, email: Kerr @BA1.Curtin.edu.au).

General Information
Salary Range: *$41,574-$49,370 per annum.* **Tenurable** appointments provide permanent academic tenure after three years satisfactory service. **Conditions** for interstate and overseas appointees include airfares and removal assistance. **Curtin** reserves the right to appoint by invitation. **Applications** quoting the position reference number, and including the names, addresses, telephone/fax numbers of three referees should be submitted to Administration Officer, School of Economics and Finance, by 13 January 1995. **Address:** Curtin University of Technology, GPO Box U1987, Perth, Western Australia 6001.

Curtin University is an Equal Opportunity Employer and promotes a smoke-free work environment.

L'Université de Moncton recherche

des professeures et professeurs

pour enseigner à temps plein dans les domaines suivants :

(Ces postes seront comblés sous réserve d'approbation budgétaire.)

Faculté des sciences de l'éducation

Programme de maîtrise en orientation

Enseignement et recherche dans les domaines de l'orientation et encadrement des étudiantes et étudiants aux premier et deuxième cycles. Les domaines d'enseignement et de recherche sont : le counseling vocationnel; l'organisation et l'administration des services en orientation; les techniques d'animation et de communication; la supervision de stage; la direction de thèses d'étudiantes et d'étudiants de deuxième cycle; la participation à des projets de recherche et de développement. Enseignement d'autres cours en éducation.

Programme de maîtrise en administration scolaire

Enseignement et recherche dans les domaines de l'administration de l'éducation et encadrement des étudiantes et étudiants aux premier et deuxième cycles. Les domaines d'enseignement et de recherche sont : les politiques et réformes éducatives; le financement de l'éducation; les aspects administratifs et professionnels de l'éducation; l'organisation de l'école; la direction de thèses d'étudiantes et d'étudiants de deuxième cycle; la participation à des projets de recherche et de développement.

Didactique au secondaire
(poste temporaire de un an)

Enseignement et recherche en didactique des sciences et des mathématiques au secondaire. Enseignement d'autres cours en éducation.

Éducation préscolaire
(poste temporaire de un an)

Enseignement et recherche dans le domaine des fondements en éducation préscolaire et en planification du programme préscolaire. Enseignement d'autres cours connexes en plus de l'encadrement des étudiantes et étudiants et de la direction des travaux de maîtrise.

Service des stages

Supervision des stagiaires en milieu scolaire à tous les niveaux et dans différentes régions du Nouveau-Brunswick. Certaines tâches administratives seront à exécuter, de même que l'animation de sessions auprès des stagiaires et des responsables de stage en milieu scolaire. Direction des travaux de maîtrise et participation à des projets de recherche et de développement.

Éducation

Enseignement et recherche dans les domaines des méthodes et techniques d'enseignement, programmation scolaire et mesure et évaluation. Direction des travaux de maîtrise.

Didactique au primaire (deux postes)

1. Enseignement et recherche en didactique du français et dans le domaine de la lecture au primaire.
2. Enseignement et recherche en didactique des mathématiques au primaire.

Dans les deux cas, la personne choisie aura aussi à enseigner d'autres cours connexes en plus d'encadrer les étudiantes et les étudiants et de diriger des travaux de maîtrise.

Psychologie éducationnelle

Enseignement et recherche dans les domaines des difficultés d'apprentissage, de la rééducation en lecture et en mathématiques et des méthodes d'enrichissement. Enseignement d'autres cours connexes et direction des travaux de maîtrise.

Doyen : M. Rodrigue Landry
Pavillon Jeanne-da-Valois
Téléphone : (506) 858-4400
Télécopieur : (506) 858-4317

Faculté des sciences sociales

Département d'administration publique

Enseignement et encadrement, principalement au deuxième cycle.

Une formation en management, en économique ou en science politique avec concentration en administration publique est exigée.

Département de psychologie
(deux postes réguliers – un poste temporaire)

Enseignement et recherche aux premier et deuxième cycles dans l'un ou l'autre des domaines suivants de la psychologie appliquée : clinique; développement humain/psychologie clinique de l'enfant; sociale; personnalité; psychométrie; relations humaines/psychothérapie; psychologie du vieillissement. Encadrement des étudiantes et des étudiants dans leurs travaux de mémoire et de thèse, en plus d'une assistance pour leur permettre de développer une bonne connaissance et une forte identité professionnelle.

Être membre ou devenir membre attitré du Collège des psychologues du Nouveau-Brunswick serait un atout.

Département de science politique
(poste temporaire de un an)

Enseignement en administration publique au deuxième cycle dans le domaine des politiques publiques et des idées politiques.

École de service social
(trois postes temporaires)

1. Dans le cadre d'un premier cycle à tendance généraliste, enseignement des diverses méthodes d'intervention et particulièrement dans le domaine de l'intervention auprès de l'enfance et de la famille. Supervision des étudiantes et étudiants stagiaires.
2. Enseignement et supervision de stagiaires au deuxième cycle. Polyvalence requise dans les domaines suivants : méthodologie de recherche en travail social, politiques et pratiques sociales; encadrement et direction de mémoire-action d'étudiantes et d'étudiants au deuxième cycle.
3. Enseignement et supervision de stagiaires au premier cycle, mais principalement l'organisation et la coordination des stages.

Doyen : M. Ronald C. LeBlanc
Pavillon Léopold-Taillon
Téléphone : (506) 858-4183
Télécopieur : (506) 858-4506

Pour tous les postes, la candidate ou le candidat devra être titulaire d'un doctorat (Ph.D.) dans son domaine de spécialisation. La priorité sera accordée à celles et ceux qui ont su démontrer des intérêts et des capacités de développer des projets de recherche et qui ont une expérience d'enseignement dans le milieu scolaire (pour la Faculté des sciences de l'éducation) ou universitaire (pour la Faculté des sciences sociales).

Lors de son engagement, la professeure ou le professeur à temps plein se voit attribuer un des rangs universitaires définis dans la convention collective, selon sa formation et son expérience. Le traitement annuel est aussi établi selon la formation et l'expérience. La durée de l'engagement sera déterminée selon les besoins de chaque département ou école.

UNIVERSITÉ DE MONCTON

Entrée en fonction : le 1er juillet 1995, à moins d'indication contraire.

Les candidates et candidats doivent envoyer, au plus tard le 31 décembre 1994, un curriculum vitæ détaillé, ainsi que le nom et l'adresse de trois répondantes et répondants, au doyen concerné à l'**Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.**

Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents seulement.

tenure-track faculty position at the Assistant or Associate Professor level in the Industrial Engineering area starting January 1995. The Department offers B.Eng., M.Eng., M.A.Sc., and PhD programs and has a well established and well-funded faculty research activity. Candidates should have a Bachelor's and a PhD degree in Mechanical Engineering/Industrial Engineering with a strong background in Simulation, Manufacturing Systems, and Manufacturing Processes. Candidates should have industrial experience and must be eligible for professional registration in the Order of Engineers of Quebec. Knowledge of French language is an asset. The succesful candidate will be required to teach both undergraduate and graduate courses in Industrial Engineering including Simulation, Facilities Design & Material Handling Systems, Quality Control & Reliability and seek external funding for research, graduate scholarship, productivity through publications, and develop fruitful contacts with industry Applications, including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.Y. Hou, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec Canada H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority.

ENGLISH

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Humanities and Languages, invites applications for a tenure track position in English at the level of Assistant Professor beginning July 1, 1995. Minimum qualifications include a completed PhD, some teaching experience, and a proven record of research. The successful candidate will be someone equipped to teach in a small department where everyone teaches lower level courses and where upper level courses are taught in a two or three year rotation. Preference will be given to candidates whose field of specialization is the Romantic Period and who have a demonstrated secondary strength in the prose and poetry of the 17th, 18th or 19th century Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, NB E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY - The Department of English of Concordia University invites applications for a tenure-track appointment at the rank of Assistant Professor (budget permitting) in the area of Creative Writing (Drama) The position will begin on August 15, 1995. We are looking for an accomplished playwright capable of teaching workshops in the writing of plays at both introductory and advanced university levels. The candidate should also be capable of supervising students' M.A. thesis projects in the writing of plays. It would be an asset for the candidate to have as a secondary field the ability to teach and supervise students' work in the writing of prose fiction. Highly successful teaching experience in the above areas is desirable Candidates should forward a letter of application, detailed curriculum vitae and academic transcripts (and arrange the sending of three letters of reference) to: Professor G. David Sheps, Chair, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Other pertinent materials (writing samples, copies of publications, evidence of teaching ability, etc.) are also welcome and desirable as part of the application. The deadline for completed applications is February 15, 1995 Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. All things being equal, women candidates shall be given priority.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Humanities and Languages, invites appfrratrons for a sabbatical replacement appointment m English, subject to final budgetary approval. Preference will be given to an experienced teacher. The successful candidate will teach two introductory courses in literature and a senior course in one of the following areas: American Poetry, Victorian literature, Seventeenth Century literature, or Science Fiction. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF KING'S COLLEGE - For an appointment at the University of King's College, see Contemporary Studies.

UNIVERSITY OF NEW BRUNSWICK - The Department of English at the University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1995 and subject to final budgetary approval. Candidates whose specialty is in Eighteenth-Century Poetry and Prose and/or Post-Colonial Literature are encouraged to apply. Preference will be given to those with secondary qualifications in Creative Writing. Applicants should hold a PhD or its equivalent. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Anthony Boxill, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. The deadline for applications is 15 January 1995. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

EXERCISE & HEALTH SCIENCE

YORK UNIVERSITY, Faculty of Arts - Department of Physical Education. Applications are invited for a tenure-track appointment at the Assistant Professor level in Health Psychology. We are particularly interested in individuals who focus on the role that physical activity plays in such areas as health promotion, disease prevention, rehabilitation or aging. A PhD is required. Duties will include undergraduate teaching, and teaching and supervision in the Graduate Programme in Exercise and Health Science. High Priority will be given to a promising publication record in refereed journals and the ability to develop a productive research programme supported by external funding. The possibility exists of a cross-appointment to the Graduate Programme in Psychology Applicants should send a curriculum vitae, a covering letter stating future research goals, relevant reprints and the names, addresses and telephone numbers of at least 3 individuals who may act as references by February 28, 1995 to: Dr. Stuart Robbins, Chair, Department of Physical Education, York University, North York, Ontario M3J 1P3. Dates commence July 1, 1995, subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINE ARTS

YORK UNIVERSITY - Faculty of Fine Arts, Department of Theatre, Acting/Directing. A tenure-track appointment at the rank of assistant professor, with undergraduate and graduate teaching responsibilities, commencing July 1, 1995, subject to budgetary approval. The position requires special strengths and demonstrated practical ability in performance and director training (scene study, improvisation and script analysis for both actors and directors). The candidate will assume some responsibility for administering and sharing in the supervision of the director training program at both the graduate and undergraduate levels. Candidates must have professional directing experience; the appointee will be expected to direct major undergraduate and graduate productions. MFA degree in Theatre is required. Professional credits and extensive university teaching experience at both the undergraduate and graduate level are required. Salary will be commensurate with the qualifications and achievements of the candidate. Candidates should forward a letter of application; a curriculum vitae; and names, addresses, and telephone numbers of three referees to: Prof. Don Rubin, Chair, Search Committee, Department of Theatre, Centre for Film and Theatre, Faculty of Fine Arts, York University, North York (Toronto), Ont. M3J 1P3. Deadline for applications is Jan. 30, 1995 York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY - Faculty of Fine Arts, Department(e) of Film & Video. A full-time tenure-stream appointment in Production, at the assistant or associate professor level, effective August 1, 1995 (subject to budgetary approval by the University). The Department offers an Honours BFA, an Honours BA and an MFA with specializations in production, screenwriting and history and theory. Responsibilities of the position include the teaching of a full range of undergraduate and graduate courses embracing the technical and creative aspects of both film and video making, production planning and management, and the advising of students at both the undergraduate and graduate levels. A particular responsibility involves the supervision of graduate production theses. The successful candidate will also be expected to contribute to the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and/or University committees, administrative assignments and curriculum assessments. Applicants for the position must hold a post-graduate degree or diploma in a relevant discipline or equivalent professional experience. Demonstrated excellence, with at least five years professional experience, as a film or video maker in the Canadian context is essential as is teaching experience in a postsecondary film program. An ability to contribute to the teaching of courses in at least one of the Department's two other specializations would be an asset. Salary and rank will be commensurate with experience and qualifications. Application deadline is January 31, 1995. Applications, including curriculum vitae and three letters of reference, should be sent to: Prof Peter Morris, Interim Chair, Department of Film & Video, Room 222, Centre for Film and Theatre, Faculty of Fine Arts, York University, North York (Toronto), Ont. M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY - Faculty of Fine Arts, Department of Dance. Modern dance instructor/choreographer and dance historian. A tenure track appointment in Modern Dance and Dance History, to commence July 1, 1995, subject to budgetary approval. Prospective candidates should be experienced teachers preferably of both studio and theory courses. They should be capable of teaching modern dance, in Graham technique, from first- to fourth-year university students, and be capable of teaching dance composition, improvisation and repertory. Candidates should also have experience in choreographing for and directing dance companies, and they should be capable of serving as artistic director for concerts and tours. They should be able to teach dance history, with strength in Canadian studies, at the undergraduate and graduate level. Duties of the position will include committee work and the development of a program of productive academic and/or creative research. The preferred candidate will have an MA or MFA in addition to professional experience, and a minimum of three years teaching experience in a postsecondary dance program. Rank and salary will be commensurate with the qualifications and achievements of the candidate. A letter of application with curriculum vitae and names/addresses of three referees should be sent to: Prof. Karen Bowes-Sewell, Chair, Department of Dance, Faculty of Fine Arts, York University, North York (Toronto), Ont. M3J 1P3. Deadline for application is January 16, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty In accordance with Canadian immigration requirements, this advertisement is directed particularly to Canadian citizens and permanent residents

FRENCH

DALHOUSIE UNIVERSITY - Applications are invited for a probationary tenure-track appointment at the Assistant Professor level commencing July 1, 1995 in the fields of linguistics and/or twentieth century French literature. Candidates should have a strong commitment to undergraduate language teaching and willingness and ability to teach MA and PhD classes. Doctoral degree and native or near-native command of French are required Please send CV and arrange for three letters of reference to be forwarded, by February 28th 1995, to Professor Patricia DeMeo, Chairperson, Department of French, Dalhousie University, Halifax, N.S., Canada B3H 3J5. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities

UNIVERSITÉ CONCORDIA - Le département d'Études françaises de l'Université Concordia sollicite des candidatures à un poste de professeure ou de professeur adjoint(e) de littérature et de civilisation françaises menant à la permanence. Date d'entrée en fonction: 1er juin 1995. Fonctions: enseignement de la littérature, de la civilisation et de la langue françaises; travaux de recherche individuels ou en équipe; encadrement des étudiantes et des étudiants; participation à l'administration des programmes. Critères de sélection: doctorat en littérature des XIXe et/ou XXe siècles; connaissance des théories littéraires; expérience pertinente de l'enseignement; recherches et publications; aptitude au travail d'équipe. Conditions: le rang et le salaire seront déterminés conformément à la convention collective. Date de clôture des candidatures: 15 janvier, 1995. Les personnes intéressées doivent faire parvenir leur curriculum vitae et trois lettres de recommandation à Mme Judith Woodsworth, Directrice du département d'Études françaises, Université Concordia, 1455, boulevard de Maisonneuve ouest, Montréal (Québec) H3G 1M8. L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures des femmes, des autochtones, des minorités visibles et des personnes handicapées. Devant des candidatures d'égale valeur, la préférence sera accordée aux femmes. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

THE UNIVERSITY OF REGINA, Department of French invites applications for two tenure-track positions (subject to budgetary approval), at the assistant professor level, commencing July 1, 1995. Applicants should submit a curriculum vitae, undergraduate and graduate transcripts and arrange for the forwarding of three letters of reference to: D. de Vlieger, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for application is February 15, 1995. (1) Specialist in French Language and Linguistics. Requirements: completed PhD in French Linguistics; teaching experience; interest in francophone studies; publications. The successful applicant will: teach at the undergraduate level (major and honours courses) including language, composition, stylistics, and francophone studies; have the possibility of teaching Linguistics and English-French translation at the honours/M.A. levels; carry out research in area of expertise; supervise M.A. students; participate in Department and University activities. Preference will be given to native French speakers. (2) Specialist in contemporary French literature. Requirements: completed PhD in contemporary French literature; secondary specialization in 18th century French literature; teaching experience; training in modern literary theory; publications. The successful applicant will: teach courses in contemporary French literature, 18th century French literature and literary theory at the undergraduate, honours and M.A. levels; carry out research in area of expertise; supervise M.A. students, teach undergraduate language classes; participate in Department and University activities. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

L'UNIVERSITÉ DE REGINA, Département de français sollicite des candidatures à deux postes de Professeur(e) adjoint(e) pouvant mener à la permanence (sous réserve d'autorisation budgétaire) à compter du 1er juillet 1995 Prière d'envoyer son curriculum vitae, ses relevés de notes (premier, deuxième et troisième cycles) et de faire parvenir directement trois lettres de recommandation avant le 15 février 1995 à Prof. Dan de Vlieger, Doyen, Faculté des Arts, Université de Regina, Regina, Saskatchewan S4S 0A2. (1) Spécialiste en langue et linguistique françaises. Qualifications: Doctorat en linguistique française; expérience de l'enseignement; compétence dans le domaine de la francophonie, publications. Fonctions: enseignement de cours de langue, de composition et de stylistique au premier cycle (concentration et spécialisation); enseignement dans le domaine de la francophonie; possibilité d'enseignement de la traduction de l'anglais au français et de la linguistique aux premier et deuxième cycles (spécialisation et maîtrise); activités de recherche dans ses domaines de compétence; encadrement d'étudiants au niveau de la maîtrise; participation aux activités départementales et universitaires. Le département recherche de préférence un(e) francophone. (2) Spécialiste en littérature française contemporaine Qualifications: Doctorat en littérature française contemporaine; spécialisation secondaire en littérature française de XVIIIe siècle; expérience de l'enseignement; formation en théorie littéraire moderne; dossier de publications. Fonctions: enseignement de course de littérature française contemporaine, de littérature française du XVIIIe siècle et de théorie littéraire aux premier et deuxième cycles (spécialisation et maîtrise); activités de recherche dans ses domaines de compétence; encadrement d'étudiants au niveau de la maîtrise enseignement de cours de langue au premier cycle; participation aux activités départementales et universitaires. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanents. L'Université de Regina respecte une politique d'équité en matière d'emploi.

UNIVERSITY OF KING'S COLLEGE - For an appointment at the University of King's College, see Contemporary Studies.

GEOGRAPHY

QUEEN'S UNIVERSITY - Department of Geography. Available from July 1, 1995 a tenure track position at the Assistant Professor level in Physical Geography PhD required. Salary will be commensurate with qualifications and experience. Applicants should have inter-disciplinary research interests in earth system science that complement, rather than duplicate, existing departmental research strengths. Favoured areas of research are hydrology of the unsaturated zone, biogeography, or Quaternary geoscience, and strong preference will be given to candidates who combine their thematic research interest with experience in applications of remote sensing and GIS to environmental modelling The appointee will be expected to contribute to teaching in both the graduate and undergraduate programmes. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment-equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, peoples with disabilities and visible minorities. Curriculum vitae, a sample of the candidate's scholarly writing and the names of three referees should be submitted by January 31, 1995 to Dr. John Holmes, Head, Department of Geography, Queen's University, Kingston, Ontario K7L 3N6

UNIVERSITY OF SASKATCHEWAN - Department of Geography. The Department is seeking applications for a tenure-track position in the area of synoptic climatology at the Assistant Professor rank, applicants should have a background in geography, a PhD and a strong research background. Expertise in GIS and a research focus on prairies climate and drought would be an advantage Excellent opportunities for research collaboration with the Hydrometeorological Processes Division of AES and the National Hydrological Research Centre, both located on campus. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Position effective July 1, 1995; subject to budgetary approval. Applications, including a curriculum vitae, together with three letters of reference, should be sent to: Professor William Barr, Department of Geography, University of Saskatchewan, Saskatoon, Sask., Canada S7N 0W0. Phone. (306)966-5655; fax (306)966-5680. Closing date for the competition is January 31, 1995.

UNIVERSITY OF TORONTO - The Department of Geography, Erindale Campus, University of Toronto, invites applicants for a three-year contractually limited position at the Assistant Professor rank in Urban Economic Geography, beginning July, 1995. The successful candidate will teach undergraduate courses at Erindale Campus. Candidates should have a PhD in Geography on appointment (or soon thereafter) and should have an established interest in environmental and economic aspects of cities, with particular reference to developing countries. Erindale Campus is committed to maintaining outstanding undergraduate programs and applicants must be able to demonstrate excellence in undergraduate teaching Salary range $38,200-$65,000. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send curriculum vitae, statements of teaching specializations and research interests, plus the names of three referees before January 15, 1995 to. Professor Carl G Amrhein, Chairman, Department of Geography, University of Toronto, Toronto, Ontario, Canada M5S 1A1.

UNIVERSITY OF WESTERN ONTARIO - The Department of Geography, University of

Dean, Faculty of Applied Arts

Applications and nominations are invited for the position of Dean of the Faculty of Applied Arts. The appointment will be effective July 1, 1995, for a term of five years.

Ryerson Polytechnic University is at an exciting stage in its evolution. It has a long tradition of commitment to a distinctive undergraduate education that integrates theory with practice and directs graduates towards careers in professional fields. With its recent attainment of university status, Ryerson has a mandate to extend this tradition through the development of graduate programs and the expansion of research in scholarly and creative directions.

The Faculty of Applied Arts is a recognized leader in the areas of communications, design and the performing arts. It embraces eight academic departments with approximately 100 full-time faculty and more than 2,600 students. It administers degree programs in Fashion, Film and Photography, Journalism, Interior Design, Radio and Television Arts, Graphic Communications Management and Theatre. It has an important role in Continuing Education and delivers a key service to other departments through the Department of Business and Technical Communication. It is active in all aspects of information technology, most notably in the design and communications fields and is supported in these activities by the Rogers Communications Centre, a state-of-the-art multi-media facility.

The position of Dean, Faculty of Applied Arts offers extraordinary opportunities. The successful candidate will combine strong academic qualifications, a demonstrated administrative ability and a creative vision of the role of Applied Arts in a polytechnic university. The Dean is expected to promote partnerships within the University and between the Faculty and the professional and artistic communities.

Applications and nominations, with a curriculum vitae and the names of 3 referees, should be received not later than **Monday, January 16, 1995,** by Dr. Dennis R. Mock, Vice President, Academic, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3. Applications may also be faxed in confidence to (416) 979-5292.

Ryerson Polytechnic University is committed to the principles of employment equity and welcomes applications from all qualified candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RYERSON

UNIVERSITY OF
WINDSOR

DEAN OF LAW

A medium-sized university with a solid reputation in teaching, research and scholarship, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university, situated on a compact and attractive campus. Its proximity to Detroit allows the 11,000 fulltime students, 5,000 part-time students, 500 faculty and 800 staff to enjoy the benefits of an urban environment.

The Faculty of Law has pioneered an innovative admissions policy and pursues activities particularly related to the two themes of Access to Justice and Canada-United States legal issues. With 440 students and 22 faculty, the school has a law library of over 185,000 volumes. In addition to the LL.B. degree, the Faculty offers an M.B.A./LL.B. program in cooperation with the Faculty of Business Administration and a J.D./LL.B. program in cooperation with the University of Detroit Mercy School of law.

Reporting to the Vice-President (Academic), the Dean is expected to provide leadership to the Faculty within both the university and the wider community. The ideal candidate will have a demonstrated record of achievement in teaching, administration and research. The candidate should possess strong interpersonal skills, in order to foster academic excellence in a climate of educational and employment equity.

The appointment will be effective July 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal persons, members of visible minorities and persons with disabilities. Applications from women are particularly encouraged.

Applications and nominations should include a complete curriculum vitae and the names of three referees. Confidential review of files will begin on **January 23, 1995.** Responses should be directed to Dr. Maureen Irish, Dean of Law Search Committee, c/o Office of the Vice-President (Academic), University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4.

Western Ontario, invites applications for a tenure-track position in climatology at the rank of Assistant Professor, starting in July, 1995. The successful applicant is expected to complement departmental expertise in environmental analysis and to teach and supervise research at undergraduate and graduate levels. Applicants should have a PhD at the time of appointment and show evidence or promise of developing an independent research program. The Department of Geography hosts a wide range of research activity in Physical Geography, in both field and laboratory settings. A full spectrum of computer resources is available from field loggers, through networked PC, MAC, and DEC UNIX workstations in the department, to CYBER vector and MasPar massively parallel computers available on campus. Candidates should send a letter of application, current curriculum vitae, and names of three referees to: Donald G Janelle, Chair, Department of Geography, University of Western Ontario, London, Ontario, Canada N6A 5C2. Closing date for receiving applications is 15 January 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Positions are subject to budget approval.

BROCK UNIVERSITY - The Department of Geography of Brock University invites applications for a probationary (tenure-track) appointment in Physical Geography at the rank of Assistant Professor, effective July 1, 1995 and subject to budgetary approval. A completed PhD with specialization in Biogeography is required, together with evidence of demonstrated teaching ability and research promise. The person appointed will be expected to develop and teach undergraduate courses in the field of biogeography, contribute to the introductory courses in the Physical Geography programs, develop an active and externally funded research program in Biogeography, and contribute to the collegial life of the department. Applicants should submit before 13 January 1995 a curriculum vitae, the names and addresses of three referees, and selected reprints and preprints of publications to: Professor Keith Tinkler, Chair, Department of Geography, Brock University, St. Catharines, Ontario, Canada L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

GEOLOGY

UNIVERSITY OF NEW BRUNSWICK - Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of Environmental Geochemistry/Geology beginning January 1996. Candidates must have a PhD at the time of appointment, demonstrable research potential and be strongly committed to teaching at the undergraduate and graduate levels. The appointee will play a key role in our newly-established Environmental Geochemistry Programme and will be required to teach a course on environmental impact assessment as part of their normal teaching component. The successful candidate should have, or be willing to develop, a research focus on environmental topics. Please send applications, including curriculum vitae, publication list, statement of research plans, and arrange for three letters of recommendation to be sent directly, by February 28, 1995 to: Dr. Bruce E. Broster, Chair, Search Committee, Department of Geology, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick E3B 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF TORONTO - Title of Position: The Department of Geology, University of Toronto, St. George Campus, requests applications for a contractually limited 3-year term appointment at the Assistant Professor level in the field of Igneous Petrology. Qualifications required: PhD degree with some postdoctoral experience. Nature of Duties: Duties will include undergraduate and graduate teaching and developing a research programme in the broad area of igneous processes (petrology, geochemistry, volcanology, including experimental, theoretical and applied approaches to these topics). Salary offered: $40,000 to 50,000, dependent upon qualifications. Person to whom enquiries should be addressed: Responses should be addressed to Chair, Department of Geology, University of Toronto, Toronto, Ont., Canada M5S 3B1. Effective date of appointment: 1st July, 1995. Closing date for the receipt of applications: January 31st, 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified

The University of Auckland - New Zealand

Associate-Dean (Professor) Medical Programmes (Medical)

School of Medicine

Vacancy UAC.522

Following a review of the administrative management structure of the School of Medicine, approval has been given for the establishment at Chair level of this post of Associate-Dean (Medical Programmes)

The Faculty of Medicine and Human Biology has over 1,000 EFTS and provides programmes in undergraduate and graduate studies in Medicine, biomedical and selected health sciences. It has over 300 Faculty members and 115 students are admitted each year to the six year undergraduate medical course. It attracts over NZ$15,000,000 per year in external research grants

The Associate-Dean (Medical Programmes) will have academic responsibility for the undergraduate medical programme (BHB/MBChB) and for graduate and continuing education in clinical medicine. He or she will assist the Dean with respect to relationships with health authorities, hospital administrators and medical professional bodies. Other responsibilities may be delegated. The School anticipates an expanded role in vocational medical education

Amongst the staff reporting to the Associate-Dean (Medical Programmes) will be the Sub-Dean (Academic), Director of Postgraduate and Continuing Education, the Director of the Medical Education Development Office, the Director of Admissions, the Director of Clinical Examinations and the Director of Community Liaison.

Candidates must hold a recognised postgraduate qualification in a discipline represented at Auckland Hospital, for example, Medicine, Surgery, Paediatrics. Candidates must have an established administrative record. They must have expertise in medical undergraduate curricular issues and have a strong commitment to both undergraduate and postgraduate education. Clinical duties of up to 35% at Auckland Healthcare Services will be negotiated

Commencing salary will be established within the range NZ$102,960 - NZ$112,840 per annum (under review)

Closing date: 13 February 1995.

Associate-Dean (Professor) Research & Graduate Studies (Medical or Non-Medical)

School of Medicine

Vacancy UAC.523

Following a review of the administrative management structure of the School of Medicine, approval has been given for the establishment at Chair level of this post of Associate-Dean (Research & Graduate Studies)

The Department hosting the Chair will be the subject of consultation with the successful candidate

The Faculty of Medicine and Human Biology has over 1,000 EFTS and provides programmes in undergraduate and graduate studies in Medicine, biomedical and selected health sciences. It has over 300 Faculty members and 115 students are admitted each year to the six year undergraduate medical course. It attracts over NZ$15,000,000 per year in external research grants

The Associate-Dean (Research & Graduate Studies) will have academic responsibility for research, graduate studies and non-medical programmes within the School of Medicine. He or she will assist the Dean with respect to relationships with the Faculty of Science, other Faculties, tertiary research institutions and health research bodies. Other responsibilities may be delegated. The School anticipates an expanded role in graduate studies.

Candidates must have an established research, academic and administrative record. They may be either medically or non-medically qualified. The applicant must have expertise in health research policy development and have established leadership in biomedical or health sciences at a graduate level.

Commencing salary will be established within the ranges NZ$102,960 - NZ$112,840 per annum (Medical) or NZ$80,000 - NZ$100,000 (Non-Medical).

Closing date: 13 February 1995.

Senior Lectureship/ Associate-Professorship in Reproductive Science (Non-Medical)

Limited Term - 5 Years

Department of Obstetrics & Gynaecology

Vacancy UAC.519

This is a new position and will be associated with the Research Centre for Reproductive Medicine currently headed by Professor Sir Graham Liggins.

The term of appointment is for five years from the date of commencement and the appointee will be based in the Research Centre for Reproduction within the Department of Obstetrics and Gynaecology. Upon completion of the five year term the appointment may be extended or made tenurable.

Candidates should possess a degree in the biological sciences or in medical sciences at the PhD level and should be experienced in the techniques of molecular biology. An established research record in the field of Reproductive Biochemistry, Molecular Embryology or Molecular Genetics would be an advantage. It would also be an advantage, though not a prerequisite, if candidates' research encompassed fetal development or fetal medicine.

Commencing salary will be established within the range NZ$53,000 - NZ$68,000 per annum for Senior Lecturers or NZ$71,000 - NZ$77,000 per annum for Associate-Professors

Closing date: 23 January 1995.

Lectureship in Modern European History

Department of History

Vacancy UAC.521

Applicants should have a PhD or equivalent and some teaching experience at University level would be an advantage. The Department will consider applicants expert in any aspect of Modern European History in the nineteenth and twentieth centuries, including British History

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 23 January 1995.

Lectureship in Education

Limited Term - 4 Years, Department of Education

Vacancy UAC.524

Applications are invited for a Lectureship in Education (four year limited term appointment). Applicants should have appropriate advanced qualifications (preferably a PhD or equivalent) plus research and teaching experience in the sociology or history of education. The possession of teaching qualifications and cross cultural experience in educational settings would be an advantage.

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 13 January 1995.

Chair in Sociology

Department of Sociology

Vacancy UAC.525

Applications are invited for a newly created second Chair in Sociology at The University of Auckland. The successful candidate will demonstrate evidence of a distinguished research and teaching career, a proven administrative ability and a willingness to offer academic leadership. Applications are invited from candidates with expertise in the sociology of ethnicity, gender, or the analysis of social policy, but applicants with interests in other fields of Sociology are also invited to apply. Applications will be particularly welcomed from women and from candidates of Maori or Pacific Island descent

Commencing salary will be established within the range NZ$80,000 - NZ$100,000 per annum

Closing date: 27 February 1995.

Information Systems Operations Management Vacancies

The Department of Management Science & Information Systems, School of Commerce & Economics has a number of vacancies at Lecturer/Senior Lecturer/Associate-Professor level.

For all vacancies applicants should have a doctorate, or equivalent, and be able to provide evidence of successful research or research potential. Teaching and/or industry experience are desirable as is the ability to work collaboratively with staff in other allied departments of the University.

The following vacancies are offered.

Operations Management

Vacancy UAC.530

Those with a background and interests in CIM, service operations and quality management are particularly sought.

Information Systems

Vacancy UAC.531

Those with a background and interests in multimedia, client/server architectures, information modelling, object-oriented analysis and design, and decision support systems are particularly sought.

In each case applications from those with backgrounds in topics other than those named will also be considered.

Commencing salary will be established within the ranges NZ$39,500 - NZ$50,000 for Lecturers, NZ$53,000 - NZ$61,000 for Senior Lecturers, NZ$71,000 - NZ$77,000 for Associate-Professors.

Closing date: 30 January 1995.

Lectureship/Senior Lectureship in Chinese or Japanese Politics

Department of Political Studies

Vacancy UAC.526

The Department of Political Studies is seeking to make an appointment of a specialist in the government, politics and political economy of Japan or China. Competence in teaching the politics of other East Asian and Southeast Asian states, or the political economy of international relations of the Asia-Pacific region would also be desirable. The appointment will normally be at the Lecturer level but an exceptionally well qualified candidate could be appointed to a Senior Lectureship

One position is available but there is a possibility of a second position becoming available at the University's second campus at Tamaki.

Commencing salary will be established within the ranges NZ$39,500 - NZ$50,000 per annum for Lecturers or NZ$53,000 - NZ$61,000 per annum for Senior Lecturers

Closing date: 1 March 1995.

Conditions and Procedures for All Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, phone 64-9-373 7599 ext 5790, 5789 or 5097, fax 64-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University of Auckland

New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

ANNONCES CLASSÉES

women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

GERMAN

WILFRID LAURIER UNIVERSITY - The Department of Modern Languages and Literatures invites applications for a full-time position at the rank of Assistant Professor commencing July 1, 1995, subject to budgetary approval. The appointment will be at the Assistant Professor level. A completed PhD, native or near native fluency, and demonstrated research potential are required. Experience in and commitment to teaching is essential. Knowledge of the methodology of teaching German as a second language would be an asset. The successful candidate will be responsible for teaching language courses at all levels, including Business German, and literature courses. Specialization in twentieth-century literature is desirable. Wilfrid Laurier University is committed to employment equity policies, and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applicants must send a curriculum vitae by March 1, 1995, and arrange for three confidential letters of reference to be sent to Dr. Hermino Schmidt, Chair, Department of Modern Languages and Literatures, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.

HEALTH STUDIES

BROCK UNIVERSITY - The Health Studies Program is seeking applicants for one full-time tenure track position at the rank of assistant professor. Applicants should have demonstrated art ability to teath and conduct research in one of the following areas: gerontology, nutrition, wellness program evaluation, epidemiology, and health education. The position, which is subject to budgetary approval, will begin July 1, 1995. Qualified applicants must possess a PhD, and a demonstrated area of research interest. Salary will be commensurate with qualifications and experience. Closing date for applications is January 30, 1995. Applicants should submit a letter of application, a statement of research interests, a curriculum vitae, and three confidential letters of reference to: Dr. William J. Montelpare, Director, Health Studies Program, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are equally encouraged to apply. Smoking at Brock University is strictly controlled.

HEALTH STUDIES & GERONTOLOGY

UNIVERSITY OF WATERLOO - Health Studies and Gerontology. The Department of Health Studies and Gerontology is an interdisciplinary department uniquely integrating biological and behavioural sciences in the study of disease prevention, health promotion, and aging. It has established B.Sc., M.A., M.Sc., and PhD programs. Opportunities exist for the development of collaborative activities across the university and with external health agencies. The department has a tenure-track opening for a behavioural or social scientist with strong interests in population health and health promotion. Of particular interest are individuals with a research focus on community-based health behaviour change. An interest in aging would be an asset. Applicants must have a PhD or equivalent and a demonstrated commitment to both funded research and teaching. An appointment at the rank of Assistant or Associate Professor is anticipated, although exceptional candidates may be considered at a more senior level. Expected starting date is July 1, 1995. Send curriculum vitae and three letters of reference by December 31, 1994 to Dr. Roy Cameron, Faculty Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK - The Department of History at the University of New Brunswick in Fredericton invites applications for a probationary (tenure-track) position in art history, effective July 1, 1995. The appointment will be made at the assistant professor level. Applicants should have completed the PhD and show promise of excellence in teaching and scholarly research. All research specialties within the field of art history will be considered. The successful applicant will have a broad range of primarily undergraduate courses in art history to majors and honours students in history, to students pursuing the B.A. minor in fine arts, and to students from other faculties and departments. The position may entail some teaching outside art history in support of existing courses, in courses to be developed by the appointee, or in collaboration with the Department's graduate diploma programme in material history. Application, curriculum vitae, and three confidential letters of reference should be sent to Prof. Steven Turner, Chair, Department of History, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Further information about the position may be obtained by writing to the above address. The deadline for receipt of applications is February 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITÉ D'OTTAWA - I. Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire canadienne, de la Confédération à nos jours, avec priorité pour l'histoire diplomatique, intellectuelle, militaire ou politique. Le candidat ou la candidate doit aussi être en mesure d'enseigner des cours de synthèse en histoire américaine. 2. Entrée en fonction: Le 1er juillet 1995. 3 Exigences: Doctorat. La préférence sera accordée aux candidats qui possèdent un dossier solide de publications et de l'expérience dans l'enseignement. Le (la) candidat(e) devra enseigner intuitivement en anglais. Le bilinguisme actif est une condition pour la permanence. 4. Rang: Professeur(e) adjoint(e). Salaire Selon la convention collective. 5 Prière de faire parvenir un curriculum vitae et trois lettres de recommandation au Secrétaire du comité de sélection en histoire canadienne, Departement d'histoire, Université d'Ottawa, Ottawa, Ontario K1N 6N5. 6. Date limite pour soumettre sa candidature: Le 10 janvier 1995. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada. L'Université d'Ottawa a une politique d'equité en matière d'emploi et encourage fortement les femmes à présenter leur candidature.

UNIVERSITY OF OTTAWA - I. The Department of History of the University of Ottawa invites applications for a tenure track position in Post-Confederation Canadian History, with preference for diplomatic, intellectual, military, or political domains. The candidate should also be capable of teaching courses in American History at the survey level. 2. Starting date: July 1st, 1995. 3. Requirements: PhD. Publications and teaching experience preferred. The candidate will be initially required to teach in English. Active bilingualism is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to the Secretary, Canadian History Search Committee, Department of History, University of Ottawa, Ottawa, Ontario K1N 6N5. 6. Deadline for applications: January 10, 1995. 7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy. The University strongly encourages applications from women.

HUMAN ECOLOGY

UNIVERSITY OF ALBERTA - The Department of Human Ecology at the University of Alberta invites applications for a tenure track position in Human Ecology, beginning July 1, 1995. Responsibilities include teaching professional practice courses and a limited number of undergraduate or graduate courses in one of the subdisciplines of human ecology, graduate supervision and research in an area of specialization. Qualifications include an earned doctorate degree with at least one degree in human ecology or related field. Demonstrated excellence in teaching is essential. Professional or post-doctoral experience, an established research program and eligibility for Professional Home Economist status are desirable. The Department of Human Ecology offers undergraduate degrees in Human Ecology with specialization in Consumer Studies, Family Studies, and Textiles, Clothing and Culture, as well as graduate degrees at both the master's and doctoral levels. The incumbent will enjoy a collaborative research environment. Salary will be commensurate with experience at the level of Assistant/Associate Professor. Salary range: Assistant Professors $38,200 to $55,526; Associate Professors $48,572 to $69,664. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The deadline for closing this competition is Feb. 15, 1995. Interested applicants should submit an outline of teaching and research experience and interests, a curriculum vitae and the names of three persons who would provide references to: Dr. Betty Crown, Chairperson, Department of Human Ecology, 115 Home Economics Building Edmonton, Alberta T6G 2M8, Canada. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

LAW

McGILL UNIVERSITY - Faculty of Law invites applications for two tenure-track positions at the rank of Assistant Professor to commence July 1, 1995, subject to budgetary approval. The Faculty of Law, which is the oldest University associated law school in Canada, offers courses in civil law, common law, public law, comparative legal method, and legal theory leading to undergraduate degrees in civil law and common law in its National Programme of Legal Education. Through its Institutes of Comparative Law and Air and Space Law, the Faculty offers graduate programmes in law with course concentrations in legal traditions and legal theory, human rights and cultural diversity, international business law, regulation, technology and society, and air and space law. The Faculty invites applications from persons with research and teaching interests in all fields of law, especially from those persons with interests in the fundamental areas of private law in the common law and the civil law traditions, environmental law, taxation, and air and space law. Applicants must have a graduate degree in law. A good working knowledge of both French and English and an interest in comparative law would be assets. The successful candidate will be invited to teath in both the graduate and undergraduate programmes. Candidates with demonstrate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. The University encourages applications from all qualified candidates, especially women, aboriginal people, visible minorities and persons with disabilities. Applications should be directed to Dean Stephen I. Toope, Chair, Faculty Appointments Committee, Faculty of Law, McGill University, 3644 Peel Street, Montreal, Quebec H3A 1W9. Competition closes February 15, 1995.

UNIVERSITÉ McGILL - La Faculté de droit cherche à combler deux (2) postes de professeur(e) adjoint(e), à partir du 1er juillet 1995, sous réserve de l'approbation budgétaire. La Faculté de droit est la plus ancienne institution de ce genre rattachée à une université au Canada. Dans le cadre de son programme national de formation juridique, elle dispense des enseignements de droit civil, de common law, de droit public, de droit comparé et de la théorie de droit au 1er cycle, menant aux grades de droit civil et de common law. Par l'entremise de son Institut de droit comparé et de son Institut de droit aérien et spatial, elle offre des programmes de 2e et de 3e cycles en droit avec concentration en traditions juridiques et théorie juridique, droit de la personne et diversité culturelle, droit international des affaires, réglementation, technologie et société, et droit aérien et spatial. La Faculté sollicite les demandes des candidat(e)s ayant des aptitudes en recherche et en enseignement dans tous les domaines du droit, notamment dans les disciplines fondamentales de droit privé dans les traditions de common law et du droit civil, le droit de l'environnement, le droit fiscal, et le droit aérien et spatial. Les candidat(e)s doivent être titulaires d'un grade de 2e ou de 3e cycle en droit. Il est souhaitable qu'ils aient une bonne connaissance du français et de l'anglais et qu'ils s'intéressent à la méthodologie de droit comparé. Le titulaire du poste devra enseigner aux 1er, 2e et 3e cycles. Le salaire sera à la mesure de l'expérience et des qualifications du candidat. Conformément aux exigences des lois de l'immigration canadienne cette offre s'adresse d'abord aux citoyens canadiens et aux résidents permanents du Canada L'Université McGill souscrit à l'équité en matière d'emploi. Elle invite les personnes qualifiées, particulièrement les femmes, les autochtones, les membres des minorités visible et les personnes handicapées à poser leur candidature. Veuillez soumettre vos demandes à l'attention du doyen Stephen J. Toope, Président du comité de recrutement, Faculté de droit, Université McGill, 3644, rue Peel, Montréal (Québec) H3A 1W9. Fin du concours: le 15 février 1995.

LINGUISTICS

UNIVERSITY OF OTTAWA - The Department of Linguistics of the University of Ottawa invites applications for an eighteen month replacement position at the rank of assistant professor, effective July 1, 1995. Requirements: PhD in Linguistics, proof of excellence in research, ability to teath courses in both official languages (English and French). Preferred area of specialization is phonetics/phonology with an experimental orientation and a demonstrated interest in theoretical phonology. Our department boasts an extremely well-equipped research laboratory and a dedicated electronics technologist. Preference will be given to candidates who are willing to exploit and develop this resource. Salary is commensurate with qualifications and experience and in keeping with the Collective Agreement. Candidates are invited to address their applications with CV, three letters of recommendation, and representative copies of publications and/or unpublished research to: Eta Schneiderman, Chair, Department of Linguistics, University of Ottawa, Ottawa, Ontario K1N 6N5 (Fax: (613)564-9067). Applications received before January 15, 1995 are guaranteed consideration, but the department may continue to consider applications until a final decision is made. The University of Ottawa has an employment equity policy and strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ D'OTTAWA - Le département de linguistique de l'Université d'Ottawa annonce un poste de remplacement de dix-huit mois au niveau de professeur(e) adjoint(e) à partir du 1er juillet 1995. Exigences: doctorat en linguistique, preuves d'excellence en recherche, capacité d'enseigner dans les deux langues officielles (anglais et français). Le domaine de spécialisation souhaité est la phonétique/phonologie avec une orientation expérimentale et un intérêt marqué pour la théorie phonologique. Notre département possède un laboratoire de recherche extrêmement bien équipé auquel se rattache un technicien spécialisé en électronique. La préférence ira aux candidat(e)s prêt(e)s à exploiter cette ressource. Le salaire sera conforme à la Convention Collective. Les intéressé(e)s sont priés(es) d'envoyer leur c.v, trois lettres de recommandation, der copies de leurs publications pectinentes et/ou travaux de recherche à Eta Schneiderman, directrice, département de linguistique, Université d'Ottawa, Ottawa, Ontario K1H 6N5 (Télécopieur: (613)564-9067). Les candidatures reçues avant le 15 janvier sont assurées d'être prises en considération mais le département se réserve la possibilité de considérer les candidatures reçues à une date ultérieure jusqu'à ce que la décision finale soit prise. L'Université d'Ottawa a une politique d'équité en matière d'emploi et encourage fortement les femmes à présenter leur candidature. Conformément aux exigences d'immigration du Canada, cette annonce s'adresse aux citoyens et aux residents permanents.

MANAGEMENT

CONCORDIA UNIVERSITY - The Department of Management at Concordia University invites applications for the position of Assistant Professor. Our primary areas of interest are Organizational Theory and Management of Technology. Secondary areas of interest, which may be combined with a primary area, are Management of Non-Profit Organizations and HRM. The ideal candidate will have a PhD and the demonstrated potential to be an excellent teacher and researcher. Other considerations include: ability to teath graduate and eventually executive courses; breadth and flexibility in teaching profile; ability to form effective research partnerships with industry. While it is expected that this position will be filled by a probationary tenure track appointment, a non-tenure option will be considered. In either case, the filling of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity, and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Applications, including CV, samples of research, and three letters of reference, should be directed to: Dr. Jean McGuire, Recruitment Committee Chair, Department of Management, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

MATHEMATICAL SCIENCES

LAKEHEAD UNIVERSITY - The Department of Mathematical Sciences at Lakehead University invites applications for a probationary (tenure-track) appointment commencing August 1, 1995. The Department is seeking applicants with specialization in statistics with interest in teaching in other areas of mathematics at the first and second year level. A PhD with a good research record is required. Teaching experience is preferred. Candidates with an "all but dissertation" status in a PhD program will be considered. This appointment is subject to final budgetary approval. The university offers three and four year honours degrees, a master's and a master's degree, and has a Co-operative program in Computer Science. The Department currently has over eighty majors in Mathematics/Computer Science, and a large service role within the University. Applicants should submit a curriculum vitae and the names and addresses of three referees to: Dr. J. Gellert, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. Telex: 073-4594; Fax (807)343-8023. For more information, contact: Dr. L. Griffith, Chair of the Department of Mathematical Sciences, (807)343-8227, or at the above address, or Email: msjobs@thunder.lakeheadu.ca. FAX (807)343-8023. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

MATHEMATICS

UNIVERSITY OF BRITISH COLUMBIA - The Mathematics Department at the University of British Columbia expects to have several one-year post-doctoral fellowships, sessional lecturerships, and visiting positions at the Assistant, Associate and Full Professor level for the year starting July 1, 1995, subject to the availability of funds. We also expect a number of summer session teaching positions during the months of May through August, 1995. A PhD or equivalent and University teathing experience and evidence of high potential for research in Mathematics are required. Since some positions will be partially supported by research grants, these positions will be filled by persons having research interests relating to the grant holders. The salary will be commensurate with experience and research record. Applications, including CV and names of references, should be sent to: The Head, Department of Mathematics, University of British Columbia, Vancouver, B.C. Canada V6T 1Z2. Applications received after January 31, 1995 will be considered only if vacancies remain to be filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. U.B.C. welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

MATHEMATICS & STATISTICS

YORK UNIVERSITY - Faculty of Arts, Department of Mathematics and Statistics. A tenure-track position at the assistant professor level, to commence July 1, 1995, subject to budgetary approval. The successful candidate will be expected to have established a record of research excellence, and must have a completed PhD and proven teaching abilities. Applicants should send a résumé, and arrange for at least three letters of recommendation to be sent directly, to: Prof. Georges Monette, Chair, Department of Mathematics and Statistics, Faculty of Arts, York University, North York, Ont. M3J 1P3. (Fax: (416)736-5757. E-mail: chair@mathstat.yorku.ca.) Application deadline is Jan. 31, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Department of Mathematics and Statistics encourages applications from qualified women and men, members of racial minorities, people with disabilities, and native peoples. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY - The Department of Mathematics and Statistics is looking for an outstanding applicant in the area of Applied Statistics to fill a one-year term vacancy at the level of Assistant Professor, beginning July 1, 1995. The successful candidate will be expected to be active in research, supervise graduate students, and support the Department's tradition of excellence in teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications including curricula vitae should be addressed to: Dr. Vlastimil Dlab, Chairman, Department of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Candidates should also arrange for three letters of reference to be sent to the same address. Information concerning the Department, including research interests of the faculty, may be obtained upon request. The closing date for receipt of applications is January 6, 1995.

SIMON FRASER UNIVERSITY - The Department of Mathematics and Statistics of Simon Fraser University invites applications for two tenure track positions in Applied and Computational Mathematics at the Assistant Professor level starting September 1, 1995. We are looking for applicants with an interest in non-linear applied mathematics. Applicants will be expected to have completed a PhD degree at the time of appointment and to have demonstrated a strong teaching and research potential. (These positions are subject to final budgetary approval.) Applications, including curriculum vitae, descriptive statements on research plans and teaching activities should be sent, by 31 January 1995, to: Dr. Katherine Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Please arrange for three letters of reference to be sent directly from the referees. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are eligible at the time of application for employment in Canada. The Department of Mathematics and Statistics at Simon Fraser University currently has a dozen faculty members working in applied and computational mathematics and has research excellence in solid and fluid mechanics, numerical analysis, relativity, and optimization. We have approximately 20-25 graduate students (roughly 1/3 of the Department total) working in these areas, and we offer a graduate degree in Applied and Computational Mathematics. In total, the department has 35 faculty and 5 lab instructors and offers undergraduate programs in applied & computational mathematics, pure mathematics, and statistics and actuarial mathematics. In addition to a high quality research program, we place a strong emphasis on encouraging innovation and commitment to teaching. We have co-op programs at both the graduate and undergraduate levels. Our first year mathematics and statistics courses are supported by an excellent workshop system that provides students with one-on-one contact with teaching assistants and instructors and an environment designed to develop a community of learning. Research and instruction are supported by an extensive university computing network and the department itself has a research network of more than 40 Sun stations and a number of Silicon Graphics machines (many of which are located in the Centre for Experimental and Constructive Mathematics). Being located on Burnaby Mountain in Vancouver, one of the most beautiful cities in the world. The University offers a marvelous working environment.

UNIVERSITY OF SASKATCHEWAN - The Department of Mathematics and Statistics invites applications for a tenure-track Assistant Professorship in Geometry or Topology (95T-2-15-3, subject to budgetary approval) beginning July 1, 1995. Candidates must have a very strong research record and have demonstrated excellence in teaching. Applicants should send a current curriculum vitae and arrange for three referees to send letters of reference to the Head, Department of Mathematics and Statistics, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0, Canada. For full consideration, applicants' files should be complete by January 15, 1995. In accordance with Canadian immigration requirements, priority will be given to fully qualified Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications.

CONCORDIA UNIVERSITY - The Department of Mathematics and Statistics invites applications for one tenure track position (pending budgetary approval) at the Assistant Professor level starting August 15, 1995. Highly qualified candidates holding a PhD and having a commitment to research and excellent teaching are invited to apply. The position is intended to support our PhD programme. Candidates whose research is in the area of Analysis, Dynamical Systems, Mathematical Physics, or Probability and Statistics are especially encouraged to apply. Applicants should send a curriculum vitae and a brief description of the field of interest and arrange for three letters of recommendation to be sent prior to February 15, 1995 to: Dr. M. Belinsky, Chair, Department of Mathematics & Statistics, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, Canada H4B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents

McMASTER UNIVERSITY - The Department of Mathematics & Statistics. McMaster University invites applications for a probationary tenure track Assistant Professorship starting July 1, 1995. Candidates should have a PhD and proven research ability in some area of Partial Differential Equations or Differential Geometry, as well as capability in teaching. Salary based on qualifications and experience. This position is subject to final budgetary approval. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to be sent to Dr. E.T. Sawyer, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada L8S 4K1.

THE UNIVERSITY OF NEW BRUNSWICK - Department of Mathematics and Statistics invites applications for a tenure-stream position at the Assistant-Professor level, effective July 1, 1995. Candidates are expected to have a PhD in pure or applied mathematics or in statistics, and to have a commitment to teathing and research. The field of expertise is largely open, subject to the criterion that preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the Department. Salary will depend on the candidate's qualifications. This is a second tenure-stream position for 1995, in addition to the one advertled recently. Applicants for the first position will be considered for the second, provided they meet the criteria. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applications together with CV and the names of three referees should be sent to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O Box 4400, Fredericton, N.B. E3B 5A3; e-mail: jon@math.unb.ca; FAX: 506-453-4705. The deadline for receipt of applications is December 31, 1994

MEDICAL GENETICS

UNIVERSITY OF BRITISH COLUMBIA - Applications are invited for a Research Associate position at the University of British Columbia in the Department of Medical Genetics commencing January 1, 1995. This appointment has a one year term and is renewable. Applicants should have an MD degree and PhD, knowledge of human genetics with a particular knowledge of the genetics of Huntington disease and will participate in research projects in the laboratory and clinic, studying the molecular basis and phenotypic expression of HD. Salary will be commensurate with experience and qualifications. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements the advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send a curriculum vitae with names of three referees by December 15, 1994 to. Dr Michael Hayden, Centre for Molecular Medicine & Therapeutics, University of British Columbia, 4I6-2125 East Mall, Vancouver, B.C. V6T 1Z4, Canada.

MEDICINE

UNIVERSITY OF ALBERTA - The Faculty of Medicine of the University of Alberta proposes to develop expertise in the molecular genetic basis of disease. The focus of this initiative will be Proteinases The aim of the group is to characterize novel proteinases and develop strategies for their specific interventions. Applications are invited for new faculty positions from individuals who would be interested in establishing a research program in this group. We are seeking individuals with a background in molecular genetics and expertise in either gene therapy or animal models of diseases with a major emphasis on proteinases. Appointments will be at the level of Assistant Professor ($39,230-$55,526) in the appropriate department. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a curriculum vitae, a brief outline of research interests, and arrange to have three reference letters sent before December 31, 1994, to: Dr. Rod Bantjes, Associate Dean (Research), Faculty of Medicine, University of Alberta, 2J2 11 Walter Mackenzie Health Sciences Centre, Edmonton, Alberta T6G 2R7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ST. PAUL'S HOSPITAL AND THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Medicine, St. Paul's Hospital and the University of British Columbia are seaithing for an academic clinical epidemiologet to coordinate and provide leadership for the many clinical research programs in the Department of Medicine. St. Paul's Hospital is a 560 bed tertiary care teathing hospital located in beautiful downtown Vancouver affiliated with the University of British Columbia. The growth and development of clinical research including health outcomes research, critical appli'ation of practice guidelines, clinical trials, and Continuous Quality Improvement research is a major strategic goal of the hospital. There are established, growing clinical research programs in many divisions of the Department of Medicine. We are seeking an individual who has strong clinical epidemiology and interpersonal skills to further develop clinical

CLASSIFIEDS

research. This position would appeal to an individual with demonstrated skills and expertise in clinical epidemiology including health outcomes research, resource utilization, development and implementation of practice guidelines, and clinical trials. Development of ongoing education including teaching and application of evidence-based medicine will be highly desirable. St. Paul's Hospital Department of Medicine has a close affiliation with the Department of Health Care and Epidemiology, UBC and the Canadian HIV Trials Network, at St. Paul's Hospital. The successful applicant will have a cross appointment in the Department of Health Care and Epidemiology. This is a grant tenure-track position beginning July 1, 1995 or sooner. Please submit a letter of application, CV and list of three referees no later than December 30, 1994 to: Dr. James A. Russell, Chairman, Search Committee, Department of Medicine, St. Paul's Hospital, 1081 Burrard Street, Vancouver, BC V6Z 1Y6. Telephone: 604-631-5495; FAX: 604-631-5338. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE BRITISH COLUMBIA TRANSPLANT SOCIETY (BCTS) AND THE UNIVERSITY OF BRITISH COLUMBIA (UBC) are seeking an outstanding academician to direct the program of Liver Transplant Medicine within the Medical Section of the BCTS. The Medical Director will coordinate the continued development and operations of liver transplantation medicine at UBC and be responsible for the overall management of medical liver transplantation at the BCTS. The individual sought for this position is a dynamic, innovative and energetic with a strong academic background as well as a proven track record in liver transplant medicine. This will be a grant tenure-track position with salary commensurate with qualifications and experience. Planned start date is July 1, 1995. Qualifications include professional certification in Internal Medicine and Gastroenterology and eligibility for licensure in the province of British Columbia. Please submit a letter of application, a CV, and the names and addresses of three referees by December 30, 1994 to: G.B.J. Mancini, M.D., Eric Hamber Professor & Head, Dept. of Medicine, University of British Columbia, Rm. 5169, 2211 Wesbrook Mall, Vancouver, B.C. V6T 1Z3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. BCTS and UBC welcome all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

ST. PAUL'S HOSPITAL AND THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Medicine, St. Paul's Hospital and the University of British Columbia is searching for a Biostatistician for the many clinical research programs in the Department of Medicine. St. Paul's Hospital is a 560 bed tertiary care teaching hospital located in beautiful downtown Vancouver affiliated with the University of British Columbia. The growth and development of clinical research including health outcomes research, critical application of practice guidelines, clinical trials, and Continuous Quality Improvement research is a major strategic goal of the hospital and the Department of Medicine. There are established, growing clinical research programs in many divisions of the Department of Medicine. We are seeking an individual who has strong biostatistics skills, who will work with full-time Clinical Epidemiologists and with clinical researchers. This position would appeal to an individual with demonstrated skills and expertise in clinically related biostatistics. St. Paul's Hospital Department of Medicine has a close affiliation with the Department of Health Care and Epidemiology, UBC and the Canadian HIV Trials Network and the B.C. Center for Excellence in HIV/AIDS. This is a Research Associate position beginning February 1, 1995. Please submit a letter of application, CV and list of three referees no later than December 30, 1994, to: Dr. James A. Russell, Chairman, Search Committee, Department of Medicine, St. Paul's Hospital, 1081 Burrard Street, Vancouver, BC V6Z 1Y6; Telephone: 604-631-5495; FAX: 604-631-5338. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for the position of Head of the Division of Endocrinology and Metabolism in the Department of Medicine. The successful candidate will have an FRCPC or equivalent in Endocrinology and Metabolism, a strong academic background, solid administrative experience, and a distinguished record in research and teaching. Credentials should be in keeping with an appointment at the Professor or Associate Professor level. This is a grant tenure-track position beginning July 1, 1995 or earlier. Please submit a letter of application, the names of three referees and a CV no later than December 30, 1994 to: Dr. G.B.J. Mancini, Eric W. Hamber Professor and Head, Department of Medicine, University of British Columbia, Vancouver Hospital Health Sciences Center, 910 W. 10th Ave., Vancouver, BC V5Z 4E3. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for an academic position as Head of the Division of Infectious Diseases, Department of Medicine. The successful candidate will have an FRCPC or equivalent in Infectious Diseases, a strong academic background, solid administrative experience, and a distinguished record in research and teaching. Credentials should be in keeping with an appointment at the Professor or Associate Professor level. This is a grant tenure-track position beginning July 1, 1995. Please submit a letter of application and CV no later than January 30, 1995 to: Dr. G.B.J. Mancini, Eric W. Hamber Professor and Head, Department of Medicine, University of British Columbia, Vancouver Hospital Health Sciences Center, 910 W. 10th Ave., Vancouver, BC V5Z 4E3. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA - Department of Medicine. Applications for the position of Head of the Division of Rheumatology are being invited. An FRCP(C) or equivalent in Rheumatology is a prerequisite for this senior position. Candidates will have demonstrated status in research, teaching, administration, and coordination of delivery of care. The individual will be responsible for the development and coordination of the entire Division which is made up of programs located at all of UBC's teaching hospitals. This position will begin July 1, 1995 or earlier. Salary will be commensurate with qualifications and experience. The appointment will be in the academic stream (grant tenured). Please submit a letter of application, a CV, a statement of areas of expertise and strengths and the names of three referees no later than January 30, 1995 to: Dr. G.B. John Mancini, Head, UBC Department of Medicine, Vancouver Hospital & Health Sciences Centre, 2211 Wesbrook Mall, Vancouver, BC V6T 1Z3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

MUSIC

SIMON FRASER UNIVERSITY - Position as Laboratory Instructor in Electroacoustic Music: Commencing May 1, 1995. The School for the Contemporary Arts is an interdisciplinary fine and performing arts program which includes: Dance, Film, Music, Theatre and Visual Arts. The School offers a B.F.A. (Major in Music), Extended Minor in Music and an interdisciplinary M.F.A. Program. Professional Profile and Responsibilities: The successful candidate will have a wide range of skills and experience in electroacoustic music composition, production and instruction. Electroacoustic music study as SFU is broadly based and includes live performance systems, interactive programming, computer music, MIDI applications, audio composition, audio and multimedia applications in the arts. Extensive experience in several of these areas is required. Candidates should be familiar with complex MIDI systems, professional level audio systems and be competent programmers with experience in Macintosh based software. Valuable secondary interests which are part of the School for the Contemporary Arts activities include concert sound production, studio design, sound for film and video, and theatre sound. Some of the lab instructor's duties include the technical maintenance of software and hardware systems in the School's many sound studios, teaching the lab component of electroacoustic courses, developing custom software applications, assisting faculty and students throughout the School in matters pertaining to audio, and teaching introductory courses in electroacoustic music. Candidates are expected to have a Masters degree. Previous experience at the university level is desirable. Deadline: January 15, 1995. The availability of this position is subject to budgetary approval. This advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to an employment equity program and invites applications from all qualified persons. Send letter of application, resume and the names of three referees to: Owen Underhill, Director, School for the Contemporary Arts; Simon Fraser University; Burnaby, B.C. V5A 1S6; Telephone. (604)291-3603; FAX: (604)291-5907.

McGILL UNIVERSITY - Faculty of Music: Full-time tenure-track or tenured position in musicology. Rank and salary negotiable. Outstanding scholar with broad interests who is active in the field, with a strong commitment to teaching at the graduate or undergraduate levels. We welcome applications from scholars in all areas of musicology, but particularly in 17th- and 18th-century music and/or new critical approaches. The position is subject to budgetary approval. Begin September '95. Send a complete resume and letters of recommendation by December 30, 1994 to: Professor Bo Alphonce, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, Quebec H3A 1E3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

NEUROSCIENCE

UNIVERSITY OF BRITISH COLUMBIA - A position as a Research Associate is available January 1, 1995 in the Division of Neurological Sciences at the University of British Columbia. The researcher will participate in projects involving the role of novel growth factors in neuronal survival and regeneration. The applicant must have previous experience in neuroanatomy, behavioral neurobiology, and brain microdialysis. Applicants for this position are required to hold a PhD and have a minimum of two years postdoctoral experience. The position is grant supported and is for a period of one year and is renewable for a further year. Closing date for applications is December 15, 1994. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Interested candidates should submit a resume and a list of three referees to Dr. H.C. Fibiger, Division of Neurological Sciences, Department of Psychiatry, University of British Columbia, Vancouver, B.C. V6T 1Z3.

NURSING

UNIVERSITY OF TORONTO - The Faculty of Nursing at the University of Toronto invites applications for tenure-stream positions at the Assistant Professor level in Community Health Nursing and Nursing Administration. These Faculty members will contribute to the undergraduate (BScN) and graduate (MN, MSc, PhD) programs of the Faculty. The research programs that are associated with these positions include health promotion across the lifespan and the relationship between the work environment, work design, nursing practice and patient outcomes, respectively. They will be expected to develop their research in collaboration with researchers and clinical nurse specialists in the teaching hospitals and the teaching health units with which the Faculty is closely associated. Cross-appointments to appropriate agencies will accompany these positions. Qualifications include: a doctoral degree in nursing or a related science, a masters degree in nursing, interest and expertise in teaching at the undergraduate and graduate levels, publications in peer reviewed journals, a strong commitment to research, and the ability to work collaboratively with community health nurses, nurse researchers, and researchers from other disciplines. Please send your curriculum vitae, letter of application, and names of two referees to: Dr. Dorothy Pringle, Dean, Faculty of Nursing, University of Toronto, 50 St. George Street, Toronto, Ontario, Canada M5S 1A1. Deadline: February 15, 1995. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples and persons with disabilities.

THE UNIVERSITY OF VICTORIA - School of Nursing. The University of Victoria School of Nursing offers a baccalaureate program (both generic and post R.N.) in collaboration with 50 St. George Street, Toronto, Ontario, Canada M5S 1A1. Deadline: February 15, 1995. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples and persons with disabilities.

THE UNIVERSITY OF VICTORIA - School of Nursing. The University of Victoria School of Nursing offers a baccalaureate program (both generic and post R.N.) in collaboration with selected colleges in British Columbia. The Bachelor of Science in Nursing Program is available through both distance and on-campus formats. The School is also a partner in a multidisciplinary Master's Program that prepares graduates to contribute to policy and practice in the fields of gerontology and child and family services. We invite applications for the following positions: Assistant/Associate Professor: At least one tenure track position. Minimum requirements are an earned doctorate or equivalent, preferably in Nursing, a strong clinical background and focus, and teaching experience in a university. Evidence of a developing research and publication program is also required. Collaborative and interdisciplinary experience would be assets. There is a possibility that one of these positions may be based in Vancouver or the Lower Mainland. Senior Instructor: At least one continuing appointment for a two or four year period, with the possibility of reappointment. Minimum requirements are a Master's degree, preferably in Nursing, a strong clinical background, preferably in community nursing, and teaching experience, preferably in a university. There is a possibility that one of these positions may be based in Vancouver or the Lower Mainland. Applications should be received by January 15, 1995, accompanied by a curriculum vitae and the names of three referees, and should be addressed to: Dr. Anita Molzahn, Director, School of Nursing, University of Victoria, Human and Social Development Building, P.O. Box 1700, Victoria, B.C. V8W 2Y2. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. In accordance with Canadian immigration requirements, the advertisement for Senior Instructors is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

NUTRITION

ACADIA UNIVERSITY - The School of Nutrition and Food Science at Acadia University invites applications for a 3-year contractually limited term appointment (position #20709) at the Assistant Professor level up to Grid Step 4, effective on or after 1 July 1995. Applicants should have a PhD degree by the appointment date, and will teach nutrition and food science students in the areas of food commodities, product development, food quality assurance and/or sensory evaluation of foods. Other duties may include supervising senior projects, liaising with the food industry and developing a research program. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Elizabeth Johnston, Chairperson, Selection Committee, School of Nutrition and Food Science, Acadia University, Wolfville, N.S B0P 1X0. The closing date for applications is January 30, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill the position.

ST. FRANCIS XAVIER UNIVERSITY - The Department of Human Nutrition at St. Francis Xavier University invites applications for a full-time tenure track position in Human Nutrition to begin on September 1, 1995. Salary and rank depend on experience. The candidate must be a clinical nutritionist with research interest in nutritional biochemistry, epidemiology, or related fields. The applicants must possess a doctorate or equivalent and a demonstrated commitment to both research and teaching. Eligibility for membership in the Canadian Dietetic Association is required. Responsibilities include teaching undergraduate courses and establishing an active, on-going research program. The candidate will also be expected to contribute to general faculty duties in the Department and in the University. The closing date for receipt of applications is February 28, 1995. St. Francis Xavier University has an enrolment of about 3000 full-time students. The Department offers a four-year program leading to a B.Sc. in Human Nutrition, Major. The program also includes a B.Sc. in Human Nutrition, Advanced Major. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, official transcripts, and three letters of reference to: Dr. A.D. Sullivan, Chair, Department of Human Nutrition, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia B2G 2W5.

PATHOLOGY

UNIVERSITY OF WESTERN ONTARIO/ UNIVERSITY HOSPITAL - A position of Staff Pathologist will be available at the University Hospital, a Teaching Hospital affiliated with the University of Western Ontario, as of January 1st 1995. We are seeking an anatomical pathologist to participate in the Surgical Pathology and Autopsy services. The laboratory has 18,000 surgicals/year and 250 autopries/year. There is a very active Immunology section with Flow Cytometry and an excellent Electron-Microscopy Service. Molecular Biology is being developed. University Hospital is a tertiary care institution with an active program of transplantation for kidney, liver, bowel, heart and lungs and bone marrow. Gastro-intestinal pathology, cardiac pathology and hematopathology are the main branches of our activity. Expertise in cardiac and transplantation pathology would be an asset. We expect the successful candidate to develop a research program in these fields. The position includes an active participation in teaching at the undergraduate and graduate levels, as well as a participation in clinical rounds. The appointee will be a member of the Faculty of Medicine, University of Western Ontario and geographic full-time at University Hospital. Salary and rank will be determined by qualifications. The candidate must hold FRCP(C) in Anatomical Pathology and be eligible for licensing by the College of Physicians and Surgeons of Ontario. Applicants should send their CVs to: Dr. C. Guraudon, Acting Chief of Pathology, University Hospital, 339 Windermere Road, London, Ontario N6A 5A5. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

PEDIATRICS

UNIVERSITY OF BRITISH COLUMBIA - Teaching Fellowship - The Department of Pediatrics, University of British Columbia, at B.C. Children's Hospital, is inviting applications for a Teaching Fellow commencing July 1, 1995. Duties involve teaching in the undergraduate programs in other educational responsibilities in the Department of Pediatrics. Research in medical education may be an option. This is a salaried full-time position, one-year term, renewable, based on a 40 hour work week with no call duties. Three years of core Pediatric training is required. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

PHARMACEUTICAL SCIENCES

UNIVERSITY OF SASKATCHEWAN - College of Pharmacy and Nutrition. Applications are invited for a full-time tenure-track position in the Division of Pharmaceutical Sciences. The applicant should possess a PhD degree in one of the pharmaceutical or related sciences. Special consideration will be given to those candidates with a background that includes biochemical pharmacology or biotechnology/molecular biology. The successful candidate will be expected to carry out an active research program in an area that complements current faculty activities in synthetic medicinal chemistry, pharmaceutical/biopharmaceutical analysis, pharmaceutics/drug delivery, pharmacokinetics and drug metabolism. In addition, applicants will be expected to participate in teaching in both the undergraduate and graduate programs and responsibilities will likely be in the areas of medicinal chemistry or toxicology as well as their area of specialization. The College of Pharmacy and Nutrition offers two undergraduate programs in Pharmacy and Nutrition/Dietetics and M.Sc./PhD graduate programs in the Pharmaceutical Sciences, Pharmacy Practice and the Nutritional Sciences. Applicants should submit a curriculum vitae (including a description of research interests and teaching experience) and the names of three references by February 28, 1995 to: Dr. Dennis Gorecki, Head, Division of Pharmaceutical Sciences, College of Pharmacy and Nutrition, University of Saskatchewan, Saskatoon, SK S7N 0W0. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

PHARMACY

UNIVERSITY OF MANITOBA - Applications are invited for a tenure track position in Clinical Pharmacy at the rank of Assistant Professor (salary range, $45,000-55,000), effective July 1, 1995. Applicants must have completed a B.Sc.(Pharmacy) and Doctor of Pharmacy degrees or have a clinically-oriented PhD degree. Clinical faculty members are expected to participate in the teaching of undergraduate and graduate students, establishing an independent or collaborative clinical research program, and/or establishing a clinical practice program at one of the local teaching hospitals. The University of Manitoba is affiliated with two major teaching hospitals which have a combined total of approximately 2,000 beds, and which offer excellent opportunities for clinical practice and clinical research. The Faculty of Pharmacy is located on the Fort Garry Campus of the University of Manitoba. The baccalaureate program is five years in length (f+4) leading to the degree of B.Sc(Pharmacy). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Please send a letter of application and curriculum vitae to: Dr. K.W. Hindmarsh, Dean, Faculty of Pharmacy, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Telephone: (204)474-8794; Fax: (204)275-7509. Applications will be accepted until April 30, 1995 or until the position is filled

PHILOSOPHY

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Humanities and Languages, invites applications for a sabbatical replacement at the level of Assistant Professor, subject to final budgetary approval. Minimum qualifications include a completed PhD, some teaching experience, and a proven record of research. The successful candidate will be someone prepared to teach in a small department where all faculty are assigned lower-level courses; in addition, upper-level courses are taught in a two or three year rotation. Candidates interested in a variety of fields of inquiry will be considered. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY - Philosophy Department. Applications are invited for a tenure-track appointment pending budgetary approval starting August 15, 1995 at the Assistant Professor level. Duties involve teaching at the undergraduate level and perhaps graduate levels. A specialization is required in Logic or Philosophy of Language. Doctorate, publications and experience are preferred. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and three letters of reference before February 1, 1995 to: Dr. Christopher B.Gray, Chair, Department of Philosophy, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H4B 1R6. FAX (514)848-3492.

PHYSICAL EDUCATION

WILFRID LAURIER UNIVERSITY - Physical Education. Applications are invited for a tenure

Chair of Canadian Ethnic Studies

The University of Calgary invites applications to fill a tenure-track position as Assistant Professor and Chair of Canadian Ethnic Studies in the Faculty of Social Sciences. Appointment to the Chair will be for a period of five years, subject to review. The appointee will concurrently hold a tenure-track position in a department appropriate to the individual's discipline. Qualifications sought include a completed doctorate, teaching experience, and an established record of accomplishment in research and scholarly publication. Responsibilities include undergraduate and graduate teaching and supervision, research in the field of ethnic studies, liaison with the community, and promoting Canadian ethnic studies.

Salary commensurate with qualifications and experience. Appointment to the Chair also carries with it a research budget. Starting date July 1, 1995.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applicants should submit a detailed curriculum vitae, and the names of three references, by January 15, 1995 to:

Dr. Cooper Langford
Vice-President (Research)
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

University of Alberta
Edmonton

Faculty of Business

The University of Alberta, Faculty of Business, invites applications for the Peter Pocklington Chair in Free Enterprise and Entrepreneurship. The Chairholder may have expertise in one or more of the following fields: finance, accounting, marketing, or policy and strategic management, but must have a strong and demonstrated interest in the institution of free enterprise and an established record as a researcher and teacher. The Chairholder is expected to provide intellectual leadership in the study of free enterprise and entrepreneurship from an applied as well as a theoretical perspective and to interact on a regular and significant basis with the business community.

Salary is negotiable, commensurate with experience and qualifications. PhD or equivalent is required. A discretionary allowance will assist in the discharge of the Chairholder's responsibilities. Appointments are normally effective July 1. Closing date for applications is January 15, 1994.

Interested persons should contact:

Rodney E. Schneck, Dean
Faculty of Business
University of Alberta
Edmonton, Alberta, Canada T6G 2R6

Telephone (403) 492-3901
FAX (403) 492-2510

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ANNONCES CLASSÉES

stream appointment, subject to budgetary approval, in the Department of Physical Education at Wilfrid Laurrer University Applicants should be able to teach courses in Psychomotor Behaviour, Sport and the Child, Socio-culture aspects of Physical Education as well as skill practica. Applicants are expected to have a doctoral degree as well as relevant teaching and independent research experience. The appointment will be effective July 1, 1995 The successful candidate will be expected to teach in the undergraduate program, advise students, and maintain an active research program Wilfrid Laurier University is committed to employment equity policies, and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

letters of application, which include a description of research and teaching interests, should be accompanied by a curriculum vitae and the names of three referees. These should be forwarded by January 31, 1995 to Dr. P.M. Tiidus, Chair, Department of Physical Education, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5.

WILFRID LAURIER UNIVERSITY - Physical Education. Applications are invited for a tenure stream appointment in the Department of Physical Education at Wilfrid Laurier University. Applicants should be able to teach courses in History and Philosophy of Physical Education, Modern Olympic Games, Canadian Sports History, Sports Administration, as well as skill practica. Applicants are expected to have a doctoral degree as well as relevant teaching and independent research experience. The appointment will be effective July 1, 1995. The successful candidate will be expected to teath in the undergraduate program, advse students, and maintain an active researth program. Wilfrid Laurier University is committed to employment equity policies, and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Letters of application, whith include a description of research and teaching interests, should be accompanied by a curriculum vitae and the names of three referees. These should be forwarded by January 31, 1995 to Dr P.M. Tiidus, Chair, Department of Physical Education, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5.

BROCK UNIVERSITY - The Department of Physical Education is seeking applicants for two tenure track positions at the rank of assistant professor We are seeking candidates with the ability to contribute to the areas of educational gymnastics, developmental games, movement analysis/observation, movement therapy, or aging. As the physical education degree program at Brock focuses on the principles of Rudolf Laban, candidates with a movement education background will be given higher priority. Applicants must have a doctorate (or near completion) and a demonstrated area of researth in areas such as motor development, sport psychology, adopted physical education, somatic education, or education. Salary will be commensurate with qualifications and experience (subject to budgetary approval). The closing date for applications is January 30, 1995. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three referees to: Dr. Paulette Côté-Laurence, Chair, Department of Physical Education, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are equally encouraged to apply. Smoking at Brock University is strictly controlled.

President
Athabasca University

Athabasca University

Athabasca University invites applications fram, and nominations of qualified men and wamen for the position of President. The position will became available an July 1, 1995.

Faunded in 1970, Athobasca University is a provincially funded Alberta institutian committed to excellence in teaching, research and scholarship, and to being of service to the generol public. The University is dedicated to the removal of barriers that restrict access to and success in university-level studies, and to increasing equality of educational apportunity far all adult Canadians regordless of their geographical locatian ar priar academic credentials. Athabasca University offers six undergraduate degree programs, nine university certificate programs, olong with two Masters programs in Business Administration and Distance Education and twa graduate diplomas in Management and Organizationol Training.

The President is the chief executive officer of the University and an ex-officia member of the Governing Caunail. Candidates for this challenging position should possess appropriate academic credentials, extensive administrative expenence, a good grasp af cantemparary issues in distonce and odult education, and the obility to communicate effectively their visian ta the internal ond external constituencies af Athabasca University.

Applications and nominations should include a brief statement af the qualificotians and specific achievements an the basis af which the individual merits consideration. All documentation will be treated confidentially and should be submitted to the address shown at left.

This advertisement is directed to Conodian citizens and permonent residents of Canado. Athabosca University is committed to the principle of equity in employment. The University encourages opplicatians fram aboriginal persans, disabled persons, members af visible minorities ond women.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax: (905) 634-1882

SCHOOL OF POLICY STUDIES
QUEEN'S UNIVERSITY AT KINGSTON

The School of Policy Studies invites applications for two positions:

a)a renewable (tenure-track) position in policy analysis either at the Assistant or Associate Professor level, beginning in the 1995-96 academic year. Training in quantitative analysis and an interest in health policy would be an asset. Those applying at the Assistant level must hold a PhD or be close to completion, and show clear promise of excellence in research and teaching. Those applying at the Associate rank should have established a record of superior scholarly achievement and teaching.

b)a non-renewable one-year replacement position in the field of the Canadian policy process and management for the 1995-96 academic year.

The School of Policy Studies is an interdisciplinary school with close links to other social science departments. It supports research on contemporary policy issues, and offers a Masters of Public Administration degree.

Applicants should send a curriculum vitae and the names of three referees to the Director, School of Policy Studies, Queen's University, Kingston, Canada K7L 3N6. Applications should be submitted by January 13, 1995.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, aboriginal peoples, people with disabilities and visible minorities.

Director
School of Policy Studies
Queen's University
Kingston, Ontario, Canada K7L 3N6
Tel. (613) 545-6555 Fax (613) 545-6606

PHYSICS

ACADIA UNIVERSITY - The Department of Physics invites applications for a tenure track position (position #2100) at the rank of Assistant Professor up to and the 4 effective on or after 1 July 1995. There being no graduate program in physics at Acadia, the primary responsibility of the successful applicant will be undergraduate teaching, and it is expected that a component of the applicant's research would involve the training of undergraduate students. The current research interests of the Department are m areas of applied physics, such as plasma physics including Langmuir probes, thin film devices including electrochromics, and the electrical breakdown of gases. A PhD in Physics is required. Acadia University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University reserves the right not to fill the position. Letters of application and a complete curriculum vitae should be sent to Dr. Cyrus Maclatchy, Department of Physics, Acadia University, Wolfville, NS B0P 1X0. Applicants should arrange to have three referees send letters of reference to the same address. The names, telephone numbers and addresses of the referees should be included with the application. The deadline for receipt of applications and letters of reference is 16 January 1995.

LAKEHEAD UNIVERSITY - The Department of Physics at Lakehead University invites applications for three probationary (tenure-track) appointments at the rank of assistant/associate professor in experimental and theoretical condensed matter and optical physics commencing August 1, 1995. We are primarily interested m increasmg our strength in semiconductor related areas but strong candidates with overlapping interests are encouraged to apply. Qualifications include a PhD in physics, a strong background in research and a commitment to undergraduate and graduate teaching. Successful candidates will be expected to conduct an active research program. Rank and salaries will be commensurate with the qualifications of the successful individuals and all appointments are subject to finaf budgetary approval. Interested applicants should forward a brief descriptron of their present and intended research programs, a list of publications, a curriculum vitae and the names and addresses of three referees to: Dr. J. Gellest, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. Review of applications will begin on February 1, 1995 and will continue until all positions are filled. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA - The Physics Department invites applications for a tenure-track position at the Assistant Professor level, commencing July 1st, 1995, in the field of theoretical physics. Priority will be given to applicants with interests in elementary particle phenomenology or condensed matter physics. Exceptional candidates in other fields will also be considered. Candidates should have a PhD degree or equivalent, some postdoctoral experience, an outstanding research record and an aptitude for undergraduate and graduate teaching. The appointment is subject to finad budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Applicants should submit a curriculum vitae and a statement of current research interests and future plans. They should also arrange to have three letters of reference sent directly to: Prof. B.G. Turrell, Head, Dept. of Physics, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 1Z1 Canada. The deadline for receipt of all application material is: fan. 31st, 1995.

UNIVERSITY OF TORONTO - The Department of Physics plans to make a tenure track appointment at the rank of Assistant Professor, with a starting date of July 1, 1995. We seek candidates with a PhD in Physics, proven or potential excellence m both research and teaching whose interests lie in Experimental or Theoretical Particle Physics. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae and three letters of reference should be sent to Professor D. York, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. The deadline for the receipt of applications and letters of recommendation is Tuesday, February 28, 1995. The University of Toronto is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA - The Physics Department invites applications for the Warren Chair. This is an endowed position honouring John B. Warren, a pioneer in Canadian nuclear and particle physics and the first Director of TRIUMF. The successful candidate will be appointed at the level of full professor with tenure. He or the should be a pre-eminent researcher and teacher of international stature with a distinguished record of achievement. The recipient will be expected to play a major leadership role in the substonce programs at UBC and TRIUMF. The suggested starting date is fuly 1st, 1995. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Applications should include a curriculum vitae and the names of three referees and be sent to: Prof. B.G. Turrell, Head, Dept. of Physics, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 1Z1, Canada The deadline for receipt of applications is December 31, 1994

PHYTOLOGIE

UNIVERSITÉ LAVAL — Faculté des sciences de l'agriculture et de l'alimentation. Le Departement de phytologie désire pourvoir un poste de professeure ou professeur en agroforesterie à temps complet. Description du Poste: Établir un programme dynamique de recherche subventionnée, Enseigner aux trois cycles d'études dans les spécialités de l'agroforesterie; Établir des liens scientifiques et professionnels avec des chertheurs et des organismes oeuvrant dans le domaine de l'agroforesterie. Qualifications: Formation universitaire en agriculture, forestene ou en sciences biologiques; PhD dans une discipline reliée à l'agroforesterie; Des études post-doctorales ou une expérience pertinente seront jugées favorablement; Connaissance de la langue française parlée et écrite. Date de clôture du concours: 15 février 1995. L'Université Laval applique un programme d'accès à l'égalité. Conformement aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada. Les personnes intéressées doivent faire parvenir les documents suivants: leur curriculum vitae, deux lettres de référence et une lettre de présentation à: Monsieur le directeur, Département de physologie, Pavillon Paul Comtois, Université tavol, Québec, Canada G1K 7P4.

POLITICAL SCIENCE

WILFRID LAURIER UNIVERSITY - The Department of Political Science of Wilfrid Laurier University invites applications for two tenure-track appointments and one limited-term appointment, subject to budgetary approval, commencing July 1, 1995. Applicants for the tenure-track positions should have as their major field of concentration either Canadian Government and Politics, or Comparative Politics (Developing Countries). In addition, these applicants should indicate other fields or subfields in which they might make teaching/research contributions to the Department. Applicants for the limited-term appointment should indicate the fields or subfields in which they might make teaching/research contributions to the Department. The Department has both undergraduate and graduate programs. The University is committed to employment equity and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and the names of three referees, should be sent by January 31, 1995 to: Dr. Steven D. Brown, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5; Telephone: (519)884-1970, ext. 3895; Fax: (519)746-7908; e-mail: sdbrown@machl.wlu.ca.

ACADIA UNIVERSITY - The Department of Political Science at Acadia University invites applications for a tenure-track appointment (position #1170) at the Assistant Professor level, up to Grid step 4, effective on or after 1 July, 1995. Applicants should have a PhD degree by the appointment date, and should be qualified to teach a course on 'Women and Politics'. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Greg Pyrcz, Chairperson, Selection Committee, Department of Political Science, Acadia University, Wolfville, Nova Scotia B0P 1X0. The closing date for application is when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadians and permanent residents. Acadia is an Equal Opportunity Employer. Acadia University reserves the right not to fil this position.

CONCORDIA UNIVERSITY - The Department of Political Science at Concordia University invites applications for a tenure track position at the level of Assistant Professor. The position will be in First Nations Studies. The candidate will also be expected to teach courses in the discipline of Political Science. The appointment will be effective from August 15, 1995. Candidates will be expected to have a completed PhD; teaching and research experience would be an asset. Application including a curriculum vitae and the names and addresses of three referees, should be sent to Professor Hans J. Michelmann, Head, Department of Political Studies, University of Saskatchewan, Saskatoon, SK S7N 0W0. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilites are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications: January 15, 1995.

PSYCHOLOGY

BRESCIA COLLEGE affiliated with The University of Western Ontario invites applications al the Assistam Professor level beginning July 1, 1995. Applicants should have a PhD completed and be involved in an active research program. Duties will include teathing undergraduate courses including Introductory Psychology. Preference will be given to candidates with expertise in the areas of Adjustment, Developmental and Personality. The ability to teach effectively is expected. Rank and salary according to experience and qualifications. Send curriculum vitae and the names of three references to Sister Dolores Kuntz, 1285 Western Road, London, Ontario N6G 1H2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brescia is committed to employment equity and welcomes applications from all qualified individuals.

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus - The Department of Psychology is inviting applications for a term position. The appointment, which is subject to budgetary approval, will be at the rank of either lecturer or assistant professor. Applicants are expected to have either a PhD or to be in the final stages of a replacement appointment in Political Science, subject to finat budgetary approval. Applicants should have appropriate qualifications and teaching experience and the ability to teach introductory and senior polnical science courses in at least two of the following general areas: Canadian Politics, Political Theory, International Relations, Comparative Politics and Public Policy. Applications, including curnculum vitae and the names of three referees, should be sent to Dr Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY - Faculty of Arts, Department of Political Science. Applications are invited for a tenure-track position in Russian and post-Soviet politics at the assistant or associate professor level. Appointment to commence July 1, 1995. Requirements: PhD or equivalent; Russian language fluency; ability to teach comparative politics; and research interests in democratic transitions. The successful candidate must have demonstrated research, teaching and publication abilities. Salary: commensurate with qualifications. Applicants should send a curriculum vitae, appropriate samples of their scholarship, teathing evaluations, and arrange to have three letters of reference sent to: Prof. H.G. Simmons, Chair, Department of Political Science, Faculty of Arts, S669 Ross, York University, North York, Ont. M3J 1P3. Deadline for applications is Feb 15, 1995. This appointment is subject to budgetary aporoval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY - The Department of Political Science at Concordia University invites applications for an LTA position (pending budgetary approval) in Comparative Public Policy at the level of Assistant Professor. The candidate will also be expected to teach courses on theories of public policy and public administration. The appointment will be effective from August 15, 1995 to December 31, 1996. Candidates will be expected to have a completed PhD; teaching and research experience would be an asset. Application including a curriculum vitae and three letters of reference should be sent to Dr. H. Habib, Chair, Department of Political Science, Concordia University, 1455 deMaisonneuve Blvd., W., Montreal, Quebec H3G 1M8. The closing date for receipt of application is January 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

CARLETON UNIVERSITY - Department of Political Science. Subject to budgetary approval, the Department of Political Science seeks applications for a tenure-track position in comparative public policy with a strong interest and capacity in Canadian policy, plus an interest and background in research methods, including quantitative strategies. This position will be at the assistant professor level and will commence July 1, 1995. Applicants should have a completed PhD and a commitment to effective teaching and scholarly research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, including a curriculum vitae and names of at least three referees, should be made by January 15, 1995 to Professor V. Seymour Wilson, Chair, Department of Political Science, Carleton University 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6.

POLITICAL STUDIES

UNIVERSITY OF SASKATCHEWAN - Applications are invited for a one year term appointment at the senior Associate Professor level in the Department of Political Studies, University of Saskatchewan. It is planned that at least three such appointments will be made in alternate years. For the 1995-96 academic year, the appointment will be made to someone qualified to teach in Political Philosophy and Political Sociology at the undergraduate and Master's levels. The successful applicant will have an active agenda of research and publication in one or both of these fields. Applicatrons, including a curriculum vitae and the names and addresses of three referees, should be sent to Professor Hans J. Michelmann, Head, Department of Political Studies, University of Saskatchewan, Saskatoon, SK S7N 0W0. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilites are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications: January 15, 1995.

CLASSIFIEDS

PhD program. Salary will be based on qualifications and experience. Applicants are expected to be able to instruct courses in undergraduate and graduate statistics and one or more of the following areas, perception, psychological testing, systems of psychotherapy, and introductory psychology. Applicants, with curriculum vitae and the names and addresses of three referees should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF SASKATCHEWAN - Clinical Psychology. Applications are invited for a tenure-track position in clinical psychology (developmental or child area) at the Assistant Professor rank effective July 1, 1995 (subject to budgetary approval). The successful applicant would have a program of research in developmental or child clinical psychology, as well as good teaching and supervisory skills. Interests and proficiency related to child development, assessment, psychopathology, therapy or family systems would be welcome. The successful applicant will teach both graduate and undergraduate courses, but the majority of duties will be in the graduate program and will include engaging in an active research program. This position is one of 6 core full-time faculty positions in our clinical psychology doctoral program founded 20 years ago, which is full accredited by both APA and CPA and is strongly supported by the university. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities and people with disabilities are invited to identify themselves as members of these designated groups on their application. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Carl von Baeyer, Department of Psychology, University of Saskatchewan, Saskatoon, SK, Canada S7N 0W0 The deadline for applications is January 31, 1995, but late applications may be considered.

YORK UNIVERSITY, Faculty of Arts - Department of Physical Education. Applications are invited for a tenure-track appointment at the Assistant Professor level in Health Psychology. We are particularly interested in individuals who focus on the role that physical activity plays in such areas as health promotion, disease prevention, rehabilitation or aging. A PhD is required. Duties will include undergraduate teaching, and teaching and supervision in the Graduate Programme in Exercise and Health Science. High Priority will be given to a promising publication record in refereed journals and the ability to develop a productive research programme supported by external funding. The possibility exists of a cross-appointment to the Graduate Programme in Psychology. Applicants should send a curriculum vitae, a covering letter stating future research goals, relevant reprints and the names, addresses and telephone numbers of at least 3 individuals who may act as references by February 28, 1995 to: Dr. Stuart Robbins, Chair, Department of Physical Education, York University, North York, Ontario M3J 1P3. Duties commence July 1, 1995, subject to budgetary aposoval. York University has a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG - The Department of Psychology at the University of Winnipeg invites applications for a tenure track position at the Assistant or Associate rank. Applications from all substantive areas of Psychology will be considered. Willingness to teach research methods in addition to the applicant's area of specialization would be an asset. Applicants must be committed to teaching and have a demonstrated record of research productivity. Recent appointments to the Department have either arrived with grant funding or made successful applications in their first year. Subject to budgetary aposoval, the appointment will be effective July 1, 1995. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The closing date for applications is January 31, 1995. Applications, in the form of a curriculum vitae, three letters of reference, and representative reprints should be sent to Dr. Hinton Bradbury, Chair, Department of Psychology, University of Winnipeg, Winnipeg, Manitoba R3B 2E9.

CARLETON UNIVERSITY - Department of Psychology. Subject to budgetary approval, the Department of Psychology of Carleton University wishes to make a tenure-track appointment in either neuropsychology or developmental psychology at the rank of Assistant Professor. Applicants with a strong program of research should send their curriculum vitae to: Dr. Bill Jones, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. Candidates should arrange to have referees forward supporting letters to the same address. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The closing date for applications is January 16, 1995.

THE UNIVERSITY OF NEW BRUNSWICK invites applications for the position of Director of the Muriel McQueen Fergusson Centre for Family Violence Research. This will be a tenure stream appointment in the Department of the applicant's specialization and carries a half teaching load. Rank is open. The successful applicant will be expected to serve as Director for a three year term, renewable upon mutual agreement. Qualifications include a doctoral degree in a social science (or related area), a strong research record, an interest in issues related to family violence or a related area, and experience working with community organizations. Experience in conducting collaborative research would be an asset. The mandate of the Centre is to co-ordinate research and educational programs aimed at reducing and ultimately eliminating family violence. All research is collaborative between individuals from community organizations, government and universities. Salary will be in accordance with the Collective Agreement depending on the candidate's qualifications. The University of New Brunswick is committed to the principle of employment equity. Interested individuals should submit a curriculum vitae, recent publications, and three letters of reference. Review of applications will begin on January 1, 1995 and continue until the position is filled. Send applications to: Dr. Peter Kent, Dean of Arts, University of New Brunswick, Fredericton, New Brunswick E3B 5A3, FAX: 506-453-5102.

SIMON FRASER UNIVERSITY - The Department of Psychology at Simon Fraser University invites applications for a tenure-track position at the Assistant Professor level in the area of biopsychology/behavioral neuroscience. Area of specialization is open, although the department is particularly interested in individuals using vertebrate or invertebrate animal models and cellular/molecular techniques. Please submit a curriculum vitae, three letters of reference, copies of representative publications and a summary of research objectives to: Dr. Ralph Mistlberger, Department of Psychology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Deadline for receipt of applications is January 1, 1995. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

QUEEN'S UNIVERSITY - Department of Psychology. A tenure-track position at the Assistant Professor level is available starting 1 July 1995, or as soon as possible thereafter, in the area Social Psychology. Applications will be accepted until January 30, 1995, or until the position is filled. Queen's University is located in the historic city of Kingston, an attractive community of approximately 125,000, situated on the shore of Lake Ontario at the head of the St. Lawrence River, and roughly equidistant from Toronto, Ottawa, Montreal, and Syracuse, N.Y. The successful candidate will have a PhD, with a specialization in Social Psychology. She or he is expected to teach social psychology at the undergraduate and graduate level. Expertise and willingness to teach research design and quantitative methods, including multivariate statistics, at the undergraduate or graduate level would be an asset. In addition to teaching, the successful candidate is expected to supervise the research of undergraduate and graduate students and to maintain an active research program. Current research interests of social psychologists in the Department include the psychology of law, cross-cultural psychology, ethnic attitudes, and sex roles. The successful candidate could either augment or broaden these areas of interest. Decisions will be made on the basis of demonstrated research competence, teaching ability and potential for collegial service. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program; welcomes diversity in the workplace, and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and members of visible minorities. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. Rudolf Kalin, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, Telephone (613)545-2492, fax (613)545-2499.

UNIVERSITY OF WATERLOO - Psychology. The Department of Psychology at the University of Waterloo anticipates openings at the level of assistant professor in the following areas: Cognitive Psychology, Developmental Psychology, and Social Psychology. Responsibilities include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research, and collegial participation in department activities. Methodological expertise and an ability to teach graduate statistics are desirable. Applicants should submit a cover letter, vita and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Consideration of applicants will begin January 2, 1995. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WESTERN ONTARIO - Faculty Position in Clinical Psychology: The University of Western Ontario Department of Psychology invites applications for a probationary (tenure-track) appointment at the Assistant or junior Associate Professor level. We are seeking applicants with strong research interests in any area of clinical psychology. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada, though for those individuals specializing in child-clinical, we have been given permission to also consider applications from citizens of other countries. The successful candidate will have demonstrated abilities in research and teaching. The Clinical program adheres to the scientist-practitioner model and is CPA and APA accredited. Candidates should send a copy of their curriculum vitae, three publications, and three letters of reference to: Dr. Clive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. The position is subject to budgetary approval. The scheduled starting date is July 1, 1995. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WESTERN ONTARIO - Faculty Position in Industrial and Organizational Psychology: The University of Western Ontario, Department of Psychology, invites applications for a probationary (tenure-track) appointment at the Assistant Professor level. We are especially interested in candidates with research and teaching interests in industrial psychology, but applicants with interests in any area of I/O psychology will be seriously considered. The successful candidate will have demonstrated abilities in research and teaching. Quantitative expertise is desirable as is the ability to supervise graduate student field work. Candidates should send a copy of their curriculum vitae, a representative sample of publications, three letters of reference, and a 500-word statement of research interests and plans to: Dr. Clive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. The position is subject to budgetary aposoval. The scheduled starting date is July 1, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WESTERN ONTARIO - Faculty Position in Cognitive Psychology: The University of Western Ontario, Department of Psychology, invites applications for a probationary (tenure-track) appointment at the Assistant or beginning Associate Professor level. Individuals with research interests in any area of Cognitive Psychology are invited to apply as our intention is to hire the strongest candidate regardless of specialty area. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. Applicants should submit a copy of their vita, copies of representative publications, and arrange to have three letters of recommendation sent to Dr. Clive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. The position is subject to budgetary aposoval. The scheduled starting date is July 1, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

RECREATION & PHYSICAL EDUCATION

ACADIA UNIVERSITY - The School of Recreation and Physical Education at Acadia University invites applications for a tenure track appointment (position #30312) at the Assistant Professor level beginning on or after July 1, 1995. Applicants should have a completed doctoral degree by the appointment date, and will teach in the area of Leisure Studies with primary emphases in Kinesiology/Biomechanics and Fitness. The succeful candidate will be required to develop a program of research in their area of expertise. Other duties may include teaching activity courses and courses deemed necessary by the School, which fit the candidate's area of expertise. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Professor Elizabeth Vermeulen, Chair, Selection Committee, School of Recreation and Physical Education, Acadia University, Wolfville, N.S. B0P 1X0. The closing date for applications is January 31, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opppurunity Employer. Acadia University reserves the right not to fill this position.

RELIGION & CULTURE

WILFRID LAURIER UNIVERSITY - The Department of Religion and Culture invites applications for a tenure track appointment in Christian Origins and Graeco-Roman Religions. Expertise in Gnosticism and a command of Coptic, as well as other classical languages are required. The appointment begins July 1, 1995. Competence in theories and methods in religious studies and experience in teaching them will be a consideration. Candidates must have a PhD, an established, exemplary teaching record, and a significant record of publications. The person presently in this position is a candidate. The university is committed to Employment Equity policies and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and people with disabilites. Please forward curriculum vitae and references from three referees to Dr Robert W. Fisher, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Deadline for applications is January 1, 1995.

RELIGIOUS STUDIES

UNIVERSITY OF BRITISH COLUMBIA - The Department of Classics and the Department of Religious Studies invite applications for a tenure track position at the rank of Assistant Professor, beginning July 1, 1995. The position will be held in the new Department of Classical, Near Eastern, and Religious Studies, planned for July 1, 1995. The successful applicant must have a completed PhD or evidence of imminent completion, and show clear promise of excellence in teaching and research. There is no restriction on field of specialization (including both Classical and Near Eastern archaeology), but preference will be given to a candidate who can contribute to the activities of the various branches of the new Department. An interest in interdisciplinary approaches to teaching will be also considered an asset. Salary commensurate with qualifications and experience. Applicants should in the first instance send a curriculum vitae and arrange for three letters of recommendation to be sent to either Anthony A. Barrett, Department of Classics, or to Paul G. Mosca, Department of Religious Studies, University of British Columbia, Vancouver, BC, V6T 1Z1. The deadline for the receipt of applications is January 31, 1995. The position is subject to budgetary aposval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE UNIVERSITY OF WINNIPEG RELIGIOUS STUDIES DEPARTMENT is searching for a teather/scholar of aboginal sacred traditions and of Western Intellectual-spiritual traditions, and of the encounter between these two from the 1500's to the present. A background or interest in or knowledge of Ojibway and/or Cree traditions (including current forms) would be a definite asset. Candidates will be expected to show a capacity to build contacts with local aboriginal communities. As we are a small (i.e. four-person) department, the successful candidate will need to have at least one additional area of interest and teaching competence. The University of Winnipeg is located in Winnipeg's downtown core, an area in which live the highest proportion of aboriginal persons of any urban area in Canada. Winnipeg is also the home of the Nudson's Bay archives, a relatively untapped source of primary material from the 17th-20th centuries relating to the fur trade. The position (subject to budgetary approval) is tenure-track and will most probably be filled at the Assistant rank, though applications at the Associate rank may be considered. The starting date is July 1, 1995. Primary teaching responsibilities are at the undergraduate level with opportunities for occasional teaching and thesis supervision at the Master's Level. Candidates with a completed PhD will be preferred, though ABD's will be seriously considered. The application deadline is January 31, 1995. Applications should include a cover letter which, among other things, elaborates how the candidate understand the relationship between his/her primary and additional areas of competence, a CV, and 3 letters of recommendation, and should be addressed to: Dr. Peggy L. Day, Chair, Religious Studies Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed first at Canadian citizens and permanent residents.

RESEARCH

UNIVERSITY OF ALBERTA - Lipid and Lipoprotein Research Group. We are an interdisciplinary Group seeking candidates for the position of Assistant Professor. We require someone who is using molecular biological techniques to solve important problems in lipid and/or lipoprotein metabolism. The candidate must have a PhD and/or M.D. degree and three or more years of postdoctoral research experience. The salary range would be $39,230-$55,526. This position will be long-term and will be funded through an external agency, but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. Significant startup funds would be made available to the successful candidate. All Faculty in the Group spend at least 75% of their time on research. Candidates should forward a curriculum vitae, list of publications, a statement of research interests and the names of 3 referees to: Dr. Dennis Vance, Director, Lipid and Lipoprotein Research Group, University of Alberta, 328 Heritage Medical Research Building, Edmonton, Alberta T6G 2S2 Canada. Closing date: January 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

RESEARCH ASSOCIATE

THE UNIVERSITY OF MANITOBA - Research Associate. The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1995 in the following fields: Neurochemistry including enzymology of Alzheimer's disease, Multiple Sclerosis, Mammalian phospholipase D, Phospholipases, Phospholipids and membrane signalling, Mammalian cell culture, Lipidic second messengers; Data-based health policy research; Molecular virology; Cellular inflammation and adhesion; Immunology, Immunopathology, Immunogenetics, Regulation of the immune response, Cellular immunology, Natural immune resistance, Immunosuppression, Immunological tolerance, Immunomodulators, Monoclonal antibodies, T and B cells, T cell receptors, T cell vaccines, Idiotypic networks, Allergy, Allergens, Fc receptors for IgE, Mass cells, Recombinant DNA technology; Molecular immunology; Protein chemistry, Biopolymer chemistry, Antigen/epplymes conjugates, Cytokines, Cellular adhesion, Inflammation, Tissue culture technology, Flow cytometry; Regulation of cytokine formation in mouse model of hypersensitivity pneumonitis, Immunohsto-chemistry; Immunology, Molecular biology, Cell biology, Molecular genetics, Signal transduction, Protein phosphorylation, Oncogene regulation, Cytokine control of plaque wall salvo; Molecular genetic analysis of human genetic disorders; ELISA, RIA, Biochemical mediators, IgE; Cardiac electrophysiology and action of antiarrhythmic drugs, Vascular effert of lipid mediators and mechanism of action; Functional and molecular studies of nucleoside transport processes; Neurophysiology, Physiological properties of proteins derived from the AIDS virus; Pulmonary hypertension of the newborn; Neurobiology, Neurophysiology, Neural regeneration, Cerebral circulation, Metabolism and neuroprotection; Endocannology, Hormone regulation, Hormone genes, Growth factors, Hormone action, Characterization of genes, Molecular endocrinology, Breast cancer, Developmental endocrinology, Recombinant DNA technology; Molecular biology, Molecular genetics, of olet cell development, Molecular biology of diabetic complications, Molecular genetics of diabetes, Prostate, Androgen action, Transgenic mice, Cancer; Molecular physiology, Cardiovascular physiology; Vascular smooth muscle hypertension research; Protein electrophoresis, Pulmonary physiology; Methods of preservation of the heart and brain during cardiac surgery using in vivo and in vitro models in combination with magnetic resonance imaging and spectroscopy; Radiopharmaceutical chemistry. Normally all positions require a PhD and relevant experience. Minimum starting salary: $23,225/annum. Full range of staff benefits. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, bibliography and names of referees, should be sent to Mrs. Terry Thorlakson, Office of the Vice-President (Research and External Programs), Room 206, Administration Building, The University of Manitoba, Winnipeg, Manitoba R3T 2N2.

SOCIAL WORK

THE UNIVERSITY OF WESTERN ONTARIO, KING'S COLLEGE - School of Social Work. Applications are invited for a tenure track position at the Assistant Professor level in the School of Social Work commencing July 1, 1995. The ability to teach social work practice and contribute to research development within a generalist-oriented B.S.W. program is required. Applicants should have a doctorate in Social Work or an M.S.W. with related PhD, social work practice experience, evidence of research and scholarly ability, and evaluated social work teaching experience at the university level. Salary will be commensurate with qualifications and experience. King's College is a Liberal Arts and Social Sciences College affiliated with The University of Western Ontario. It is sponsored by the Roman Catholic diocese of London, Ontario. It offers a Bachelor of Social Work (Honors) program and is moving toward the establishment of an M.S.W. program. The College has a full-time faculty complement of sixty, and an overall student enrolment of approximately 1,650 Applications, including a curriculum vitae, a sample of academic writing, and the names and addresses of three referees should be sent to: Dr. R. Marino, Director, School of Social Work, King's College, The University of Western Ontario, 266 Epworth Avenue, London, Ontario N6A 2M3. Deadline: January 31, 1995, or until the position is filled. King's College is an equal opportunity employer, and encourages applications from all qualified candidates including women, first nations' people, visible minorities, and individuals with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAKEHEAD UNIVERSITY - Applications are invited for one senior probationary (tenure track) appointment in the Department of Social Work commencing August 1, 1995. The Department emphasizes a unique northern based task-centred ecological systems approach to social work practice and wishes to attract individuals with academic and administrative leadership abilities and an interest in developing and enriching our curriculum in the areas of policy, management, practice and/or research. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a PhD (D.S.W.) in Social Work. This position is subject to final budgetary approval. An application including a curriculum vitae and the names, addresses and telephone numbers of three references should be forwarded before February 15, 1995 to: Dr. J. Gellert, Dean of Arts

ACADIA UNIVERSITY

invites applications and nominations for the position of

Director, School of Education

Acadia University is seeking a recognized teacher educator with demonstrated leadership ability to direct the activities of its School of Education beginning 1 July 1995. The School has been designated through the provincial rationalization process to increase its faculty complement and to increase enrolment in its two year post degree BEd program to 240. Graduate student enrolment presently averages 25 fulltime and 75 part-time students per annum. The School is recognized as an innovative and collegial academic unit which provides excellent undergraduate, diploma and graduate programs in selected areas.

The Director reports to the Dean of the Faculty of Management and Education. It is expected that the Director will be appointed at a senior academic rank.

Nominations should include biographical details of the nominee. Candidates are invited to write in confidence enclosing a curriculum vitae and the names of three referees. Applications must be received by **3 February 1995** and should be addressed to:

Dr.E.W.Bedingfield, Dean
Faculty of Management and Education
Acadia University
Wolfville, Nova Scotia, B0P 1X0

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

McGill

DEAN OF STUDENTS

Nominations and applications are invited for the position of Dean of Students of McGill University. The appointment is effective June 1, 1995.

The Dean maintains a very close working relationship with students, student organizations and student leaders, faculty and administration in both academic and non-academic matters, advocating student concerns. The office is concerned with the needs and the continuing improvement of the quality of student life in general, the coordination and enhancement of the activities of the various student services and student residences, the athletics programs, and the provision of aid to individual students who have problems of an academic or personal nature. Facility in French is desirable.

McGill University is committed to Equity in Employment.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by **January 31, 1995** to:

Dr. T.H. Chan
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, QC H3A 2T5

ANNONCES CLASSÉES

and Science, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

SOCIOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Department of Sociology. Applications are invited for a three-year term position in Sociology at the rank of Lecturer or Assistant Professor at Memorial University of Newfoundland effective September 1, 1995, subject to budgetary approval. Preference will be given to candidates with one or more of the following areas of expertise: Economic Sociology, Social Theory, and Social and Economic Development. Those willing to teach Research Methods will be given preference. Candidates must have a PhD in Sociology, a promising research and publication record, and a commitment to undergraduate and graduate teaching. Applications should be sent, along with a curriculum vitae and the names of three referees, to Ian M. Gomme, Head, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7, before January 15, 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is committed to employment equity.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus - Department of Social Science, invites applications for a tenure track position in Sociology at the level of Assistant Professor. All areas of specialization will be considered. The ability to conduct applied as well as pure research would be a definite strength. Applicants should possess a PhD. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF CALGARY - Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor effective July 1, 1995. Preference is for a candidate with a primary substantive specialization in the sociology of gender and a secondary specialization in the sociology of families. Applicants should be prepared to teach at least one of the department's required courses in the areas of social theory, statistics, or research methods. Qualifications: PhD at the time of appointment, a demonstrated record of high research productivity and excellence in teaching or the demonstrable potential to develop such a record. The Department has nearly 450 undergraduate majors and offect BA, MA and PhD degrees. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. The University offers a Dual Career Assistance Workshop for spouses. Applicants should forward a curriculum vitae, a statement of interests and current and projected research activities, and arrange for three lettect of reference to be sent before January 15, 1995 to: Richard A Wanner, Head, Department of Sociology, The University of Calgary, 2500 University Dr. N.W, Calgary, Alberta Canada T2N 1N4; Fax (403)282-9298

THE UNIVERSITY OF NEW BRUNSWICK invites applications for the position of Director of the Muriel McQueen Fergusson Centre for Family Violence Research. This will be a tenure stream appointment in the department of the applicant's specialization and carries a half teaching load. Rank is open. The successful applicant will be expected to serve as Director for a three year term, renewable upon mutual agreement. Qualifications include a doctoral degree in a social science (or related area), a strong research record, an interest in issues related to family violence or a related area, and experience working with community organizations. Experience in conducting collaborative research would be an asset. The mandate of the Centre is to co-ordinate research and educational programs aimed at reducing and ultimately eliminating family violence. All research is collaborative between individuals from community organizations, government and universities. Salary will be in accordance with the Collective Agreement depending on the candidate's qualifications. The University of New Brunswick is committed to the principle of employment equity. Interested individuals should submit a curriculum vitae, recent publications, and three letters of reference. Review of applications will begin on January 1, 1995 and continue until the position is filled. Send applications to: Dr. Peter Kent, Dean of Arts, University of New Brunswick, Fredericton, New Brunswick E3B 5A3; FAX: 506-453-5102.

McMASTER UNIVERSITY - The Department of Sociology at McMaster University invites applications for two tenure-track positions beginning July 1, 1995 pending budgetary approval. Rank for both positions is at the level of assistant professor. For the first position we are looking for someone with expertise in the area of organizations for the second position we are looking for someone with expertise in the area of race and ethnicity. The successful applicant for these positions will have completed the PhD and demonstrated competence on the areas by means of publications, research and teaching. For both positions the ability to teach quantitative, qualitative or historical methods at the undergraduate level will be an asset. Responsibilities will include undergraduate and graduate teaching, research leading to publications, supervision of graduate students and administrative responsibilities. Inquiries, including a curriculum vitae and three letters of reference, should be sent to professor Cyril Levitt, Chair, Department of Sociology, McMaster University, Hamilton, Ontario L8S 4M4. In accordance with immigration policy, this announcement is directed to citizens and permanent residents of Canada. Closing date for applications is January 15, 1995. McMaster is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

BROCK UNIVERSITY - The Department of Sociology of Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 1995 and subject to budgetary approval. A completed PhD with specialization in Social Inequality and Racism in a Canadian or global context is required, together with evidence of a demonstrated aptitude for undergraduate teaching and a potential for developing a sustained program of independent research and scholarly activity. Interest in social policy and/or quantitative methods would be an asset. Applicants should submit by February 1, 1995 a curriculum vitae, the names and addresses of three referees, and selected reprints or preprints of publications to: Professor June Corman, Chair, Appointments Committee, Department of Sociology, Brock University, St. Catharines, Ontario, Canada L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty.

SOCIOLOGY & ANTHROPOLOGY

CARLETON UNIVERSITY - The Department of Sociology and Anthropology, Carleton University, subject to budgetary approval, invites applications for a position at the rank of Assistant Professor of Sociology. Specialization in the field of contemporary feminist theory and qualitative methodology is sought. Candidates must have a completed PhD and a record of research and publications pertaining to these areas. Applications, a curriculum vitae, names of three referees and copies of publications and/or reports of research in progress should be submitted to: The Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Salary will be commensurate with rank and experience. Effective date of employment: July 1, 1995. Application deadline: January 16, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

STATISTICS

UNIVERSITY OF BRITISH COLUMBIA - Limited-term assistant professorships, post-doctoral fellowships, sessional lectureships and visiting positions for the year starting July 1, 1995, subject to final budgetary approval. PhD and demonstrated potential for excellence in teaching and research required. CV and 3 letters of reference by March 1, 1995 to Committee on Appointments, Department of Statistics, 2021 West Mall, University of British Columbia, Vancouver, B.C. V6T 1Z2. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF BRITISH COLUMBIA - Tenure-track position starting July 1, 1995 for Assistant Professor of Statistics, subject to the availability of funds. Require PhD in statistics, demonstrated potential for excellence in teaching and research, with expertise in areas of statistics complementing those of current faculty. Duties include undergraduate and graduate teaching and research. Competitive salary based on qualifications. Applications, including CV and three letters of reference, by January 15, 1995 to Committee on Appointments, Department of Statistics, University of British Columbia, Vancouver, B.C. Canada V6T 1Z2. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF BRITISH COLUMBIA - Tenure-track position starting July 1, 1995 for Instructor of Statistics, subject to the availability of funds. A PhD in statistics is preferred. Other qualifications are demonstrated potential for excellence in teaching; experience with PCs, Unix computers and common statistical software (e.g. Minitab, Splus and SAS); ability to work independently, to communicate effectively, to supervise the work of others; and statistical consulting or research experience. Duties include undergraduate teaching, developing computer-based and other instructional resources and supervising instruction in the undergraduate computer labs. Competitive salary based on qualifications. Application, including CV, a statement of teaching philosophy and three letters of reference, by February 15, 1995 to Committee on Appointments, Department of Statistics, University of British Columbia, Vancouver, B.C. Canada V6T 1Z2. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO - Statistics & Actuarial Science. Applications are being accepted for a tenure track position at the Assistant or Associate Professor level in Statistics beginning after January 1, 1995. The successful candidate must have a PhD in Statistics and an actively developing research program with emphasis on statistical applications in industry, science or technology. Duties include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The closing date for applications is December 31, 1994. Send curriculum vitae and arrange for three lettect of reference to be sent to: Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

SURGERY

McGILL UNIVERSITY - Orthopaedic Research Director. The McGill Division of Orthopaedic Surgery is now seeking a Director to design and develop a program in basic and clinical spine research and direct full-time the newly established biomechanical/biochemical laboratory. The effective date for the permanent position is December 1, 1994 or later. The candidate should have a M.D. degree with specialization in orthopaedic surgery in combination with a strong background in biomechanics/engineering, computational medicine, biochemistry and preferably have completed a PhD. The candidate should be well versed in writing grants. She/he is also experience in clinical research design, statistical methodologies and outcome. Salary commensurate with qualifications and experience. McGill University is committed to equity in employment. In accordance with the Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send replies until January 1, 1995 to: M. Aebi, M.D., Professor and Chairman, Division of Orthopaedic Surgery, McGill University, c/o Royal Victoria Hospital, 687 Pine Ave. West, Suite S9.30, Montreal, Quebec, Canada H3A 1A1 (or fax to. 514-843-1627).

THEOLOGY

QUEEN'S THEOLOGICAL COLLEGE invites applications for a replacement appointment of up to four years in Systematic Theology (including competence in gender issues in theology and religion) to begin July 1, 1995.

ASSISTANT PROFESSOR

School of Child and Youth Care

A tenure-track position is available at the Assistant Professor level effective July 1, 1995. The School of Child and Youth Care was founded in 1973 and has a highly productive, nine member multi-disciplinary core faculty complemented by sessional instructors. Programmes are offered at the Bachelor's and Master's levels, and at the Doctoral level by Special Arrangement. The curriculum at the undergraduate level prepares students for front-line child and youth care positions and is offered both on-campus, and through an innovative distance education programme to students elsewhere in British Columbia, and in Alberta, Saskatchewan, and the Territories. Graduates work in a number of settings including child day care, child life, juvenile justice, school-based child and family support, residential care, and recreation programs. The M.A. programme is offered in collaboration with the School of Nursing and the School of Social Work and provides preperation for leadership positions in policy and practice in health and social services.

Preference will be given to candidates with clinical expertise with children, youth and/or families, individually or in groups. The successful candidate must also be committed to excellence in teaching at both the undergraduate and graduate levels, and to developing an active program of research in an area related to the child and youth care field. A Ph.D. is preferred, however, candidates with e relevant Master's degree committed to completing a Ph.D. are also encouraged to apply.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

Applicants should send curriculum vitae, and arrange to have three letters of reference sent, by January 31, 1995, to: Dr. Valerie S. Kuehne, Director, School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, British Columbia, Canada V8W 2Y2. PH: (604) 721-7987, FAX: (604) 721-7218, EMAIL: VKUEHNE@HSD.UVIC.CA

The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

UVic UNIVERSITY OF VICTORIA

QUEEN'S UNIVERSITY
INSTITUTE OF WOMEN'S STUDIES

The Institute of Women's Studies at Queen's University invites applications for a faculty appointment beginning July 1, 1995. This tenure track position has been approved at the rank of Assistant Professor. Candidates seeking a higher rank may be considered. The possibility of an affiliation with other academic units also exists. Minimum requirement is a PhD, and evidence of strong potential for scholarship and teaching in feminist studies. Field of specialization is open, but the successful candidate should be able to demonstrate the ability to teach in an interdisciplinary context. Salary commensurate with experience.

Women's Studies at Queen's was first established in 1986 and became the Institute of Women's Studies in 1994. The programme now offers nine core and 35 cross-listed full and half courses in a range of departments across six faculties. Undergraduate students in Women's Studies may take a minor or medial concentration, or opt for a Special Field Concentration in the four-year Bachelor of Arts (Honours) programme. This position offers the opportunity to work with Women's Studies colleagues in both academic and non-academic communities to develop and strengthen the Institute in a multidisciplinary environment.

Queen's University has an employment equity program, promotes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities, members of visible minority groups, and persons of a diversity of sexual orientations. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications, including curriculum vitae, names of three referees and one example of scholarly work should be submitted by **February 28, 1995** to:

Professor Audrey Kobayashi, Director
Institute of Women's Studies
Queen's University
Kingston, Ontario K7L 3N6

HONG KONG POLYTECHNIC
香港理工學院

DEPARTMENT OF CIVIL & STRUCTURAL ENGINEERING

University Reader/Senior Lecturer/Lecturer in Environmental Engineering (Environmental Impact Assessment/ Environmental Management/Solid Waste Management)

Candidates for University Senior Lecturership should have (a) a PhD degree, and preferably membership of a relevant professional body; (b) relevant practical experience; (c) a strong research and publication record; and (d) experience in teaching and leading courses at degree/post-graduate level. A distinguished record of research and scholarship is required for Readership.

Candidates for University Lecturership should have a PhD degree. Preference will be given to candidates with good industrial and/or research experience in Environmental Impact Assessment and/or Environmental Management.

Terms of Service
Initial appointments will be made on a fixed term gratuity-bearing contract of two years at the end of which re-appointment is subject to mutual agreement. Other benefits include leave, medical & dental schemes, children's education allowance, and subsidised housing where appropriate.

Salaries (CAD$1 = HK$5.7 as at 10 Nov 94)
University Reader: HK$669,360-$889,260 p.a.
University Senior Lecturer: HK$641,580-$861,900 p.a.
University Lecturer: HK$412,980-$468,480 p.a./8AR/ HK$496,320-$689,880 p.a.

Send curriculum vitae and names and addresses of three referees to the Personnel Office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before **December 30, 1994** [Fax (852)764-3374], or by e-mail [BITNET GSSTAFF@HKPCC.HKP.HK]. Further information is available from the same office.

University of Alberta
Edmonton

Dean
Faculty of Engineering

The University of Alberta invites applications and nominations for the position of Dean of Engineering. We seek an individual with strong academic qualifications, demonstrated leadership, administrative and interpersonal skills and a strong commitment to excellence in teaching and research. The Dean will be expected to provide strong academic leadership in a Faculty comprised of 130 full-time academic staff, nearly 2,500 undergraduate students and approximately 500 masters and doctoral students.

The programs of study within the Faculty include Chemical Engineering, Civil Engineering, Computer Engineering, Electrical Engineering, Engineering Physics, Mechanical Engineering, Metallurgical Engineering, Mining Engineering and Petroleum Engineering. A cooperative education program is available and, in cooperation with the Faculty of Business, a combined BSc/MBA and an MEng in Engineering Management are also offered.

The Dean reports directly to the Vice-President (Academic) and has the responsibility for all supervision and administration of the research and academic programs as well as budget, staffing and all other activities of the Faculty.

The appointment will normally be for a five-year term, commencing July 1, 1995 or as soon as possible thereafter. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by January 31, 1995, to:

Dr. Roger S. Smith
Acting Vice-President (Academic)
University of Alberta
3rd floor, University Hall
Edmonton, Alberta
Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, persons with disabilities, members of visible minorities and women.

CLASSIFIEDS

terms and rank to be negotiated. It is expected that the appointee will also teach some courses in the Department of Religious Studies of Queen's University. PhD degree, publications and teaching experience preferred. Detailed position description available on request. Queen's Theological College has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities and visible minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications (including cv and names of three referees) should be sent to the Principal, Queen's Theological College, Kingston, Ontario K7L 3N6 by January 15, 1995.

TRANSLATION

UNIVERSITÉ CONCORDIA - Le département d'Études françaises de l'Université Concordia sollicite des candidatures à un poste de professeure ou de professeur adjoint(e) de traduction menant à la permanence. Date d'entrée en fonction: 1er juin 1995. Fonctions: enseignement dans les programmes de traduction de 1er et 2e cycles; travaux de recherches individuels ou en équipe; encadrement des étudiantes et des étudiants; participation à l'administration des programmes. Domaines: le département recherche particulièrement des candidates et candidats spécialistes de la théorie et de l'histoire de la traduction. Critères de sélection: doctorat; expérience pertinente de l'enseignement; recherches et publications; aptitude au travail d'équipe; connaissance du milieu professionnel. Conditions: le rang et le salaire seront déterminés conformément à la convention collective. Date de clôture des candidatures: 15 janvier 1995. Les personnes intéressées doivent faire parvenir leur curriculum vitae et trois lettres de recommandation à Mme Judith Woodsworth, Directrice du département d'Études françaises, Université Concordia, 1455, boulevard de Maisonneuve ouest, Montréal (Québec) H3G 1M8. L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures des femmes, des autochtones, des minorités visibles et des personnes handicapées. Devant des candidatures d'égale valeur, la préférence sera accordée aux femmes. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF OTTAWA - Teaching Position in Translation. Faculty of Arts: School of Translation and Interpretation. The School invites applications for a full-time tenure-track position, with the rank of Assistant Professor. 1. Field: Translation Studies, with special interest in one or more of the following areas of research: computers and translation, contrastive studies, translation didactic. 2. Tasks: The successful applicant will be required to teach both graduate and undergraduate courses in French or in English, according to the needs of the School. 3. Minimum qualifications: Doctorate and publications. Experience in university teaching is a definite advantage. 4. Additional information: The School is in the process of planning a PhD programme. 5. Salary: In accordance with the collective agreement. Deadline for applications: February 15, 1995. Starting date: July 1, 1995. Letters of applications, accompanied by a detailed and up-to-date curriculum vitae, copies of principal publications and the names of three referees, should be sent to: Dr. Geneviève Mareschal, Director, School of Translation and Interpretation, University of Ottawa, Box 450, Station A, Ottawa, ON, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Ottawa has an Employment Equity Program and strongly encourages applications from men.

UNIVERSITÉ D'OTTAWA - Poste de Professeur(e) en Traduction. Faculté des arts: École de traduction et d'interprétation. L'École sollicite des candidatures à un poste de professeur(e) adjoint(e) à temps plein menant à la permanence. 1. Domaine: Traductologie, avec un intérêt particulier pour l'un des domaines de recherche suivants: traductique, études contrastives, pédagogie de la traduction. 2. Tâches: La personne choisie sera appelée à enseigner au premier et au deuxième cycles, en anglais ou en français, selon les besoins de l'École. 3. Critères d'admissibilité: doctorat et publications. Expérience de l'enseignement universitaire souhaitable. 4. Renseignements complémentaires: L'École est en train de préparer un programme de doctorat en traductologie. 5. Salaire: Selon la convention collective. Date de clôture: le 15 février 1995. Entrée en fonction: le 1er juillet 1995. Prière d'adresser la lettre de candidature, un curriculum vitae complet et à jour, un exemplaire des principales publications et le nom de trois répondants à: Madame Geneviève Mareschal, Directrice, École de traduction et d'interprétation, Université d'Ottawa, CP. 450, Succ. A, Ottawa, (Ontario) K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, ce concours s'adresse aux citoyen(ne)s canadien(ne)s, et aux résident(e)s permanents. L'Université a une politique d'équité en matière d'emploi et encourage fortement les hommes à présenter leur candidature.

WOMEN'S STUDIES

THE UNIVERSITY OF NEW BRUNSWICK invites applications for the position of Director of the Muriel McQueen Fergusson Centre for Family Violence Research. This will be a tenure stream appointment in the department of the applicant's specialization and carries a half teaching load. Rank is open. The successful applicant will be expected to serve as Director for a three year term, renewable upon mutual agreement. Qualifications include a doctoral degree in a social science (or related area), a strong research record, an interest in issues related to family violence or a related area, and experience working with community organizations. Experience in conducting collaborative research would be an asset. The mandate of the Centre is to co-ordinate research and educational programs aimed at reducing and ultimately eliminating family violence. All research is collaborative between individuals from community organizations, government and universities. Salary will be in accordance with the Collective Agreement, depending on the candidate's qualifications. The University of New Brunswick is committed to the principle of employment equity. Interested individuals should submit a curriculum vitae, recent publications, and three letters of reference. Review of applications will begin on January 1, 1995 and continue until the position is filled. Send applications to: Dr. Peter Kent, Dean of Arts, University of New Brunswick, Fredericton, New Brunswick E3B 5A3; FAX: 506-453-5102.

ACCOMMODATIONS

PROVENCE, SOUTH OF FRANCE, 3-bedroom house (furnished) in the picturesque village of Puyloubier, 20 km. east of Aix-en-Provence. Phone, washer, central heating. Available January - July 1995 and from October 1995 on. $750/month + utilities. Beth, (416)978-7458 or 588-2580.

SABBATICAL RENTAL — House in Toronto; 3 mins to subway, 15 min. to Univ. of Toronto, downtown hospitals, etc. Close to schools, shopping. Available for 1 year from July, 1995 to July, 1996. Three stories, fully furnished with five appliances, three bedrooms and two studies, one full bathroom and two half-bathrooms, dining room, living room. Private yard, parking. $1500/mo. plus utilities. No pets, non-smoker. (416)463-8988.

BERLIN: Jan 95, short/long term. Studio fully furnished. Downtown Brandbg. Gate. $800 monthly. Write: Canada, Molstr. 4 (3/24) Berlin 10178, Germany.

SABBATICAL RENTAL: January 1, 1995 to March 31, 1995, Montreal: Fully furnished and equipped triplex close to Concordia, McGill and downtown. Double living room, dining room, 2 bedrooms, den. $900 month plus utilities. (514)482-0290.

AVAILABLE JANUARY 1995. Three (or four) bedroom fully furnished Vancouver house in the Sasamat/West 12th Avenue area - close to U.B.C., shopping, entertainment, transportation - will be available January 1995. Asking $2,200/month, which includes gardening but not utilities. A long-term tenant (12-18 months) would be preferred. For more information: Philip Rodgers (604)240-4816.

SABBATICAL RENTAL - Furnished house, 30 mins north of York University (Toronto), quiet green residential area, fenced backyard, 3 bedrooms, appliances, central vac, laundry room, garage. Available Sept. 1995 - July 1996 (negotiable). $1300 per month plus utilities (negotiable for the right tenant). Call: (905)841-4415.

FOR SALE: PARIS (13TH) STUDIO. Exc. loc., sunny south exp., d.-glass bay-windows, lr. with spec. insulation, sep. kitchen with all appl., 4-p. bath, sep. WC, UG sec. park, huge armoured locker, all amenities, off traffic, exc. invest., easy to rent year round. Furn. or not. Asking $185,000 (Avail. June 30, 95). Call (604)732-9016 late eves.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTER facilitates temporary teaching exchanges on this continent and abroad by enabling college/university faculty to contact each other. FEC also facilitates house exchanges for those interested only in travel/study. The Center serves individuals and institutions. For details write: FEC, 952 Virginia Avenue, Lancaster, PA, USA 17603 or call listening line 717-393-1130 for free literature and application forms. Please note what/where you teach.

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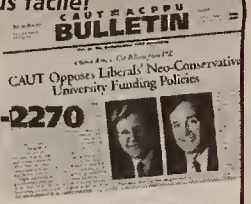

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UNIVERSITY OF TORONTO

Chair in Jewish Studies

The University of Toronto invites applications and nominations for an endowed Chair in Jewish Studies. The Chair holder must be an internationally recognized scholar with a distinguished record of research and a demonstrated commitment to teaching excellence.

The Chair will be the Director of the multidisciplinary Jewish Studies Program. As Director, the Chair will be expected to provide leadership in all aspects of the strengthening and future development of the Jewish Studies Program.

The appointment will be as a tenured professor in the appropriate academic department of the Faculty of Arts and Science.

Please send nominations and applications (with C.V. and names of three references) to:

M.A. Chandler
Dean, Faculty of Arts and Science
100 St. George Street
Toronto, ON M5S 1A1

Deadline: **December 31, 1994.**

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

PUBLISHER'S STATEMENT

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th. St. N.W., Washington, DC 20005; tel: 202-737-5900.

DÉCLARATION DE L'ÉDITEUR

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005, tél: (202)737-5900.

CAUT ACPPU
BULLETIN

ADVERTISING RATES

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Display ads[1] $4.25

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[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

FEB
Classified: Jan 6/95 • 12 PM
Display: Jan 13/95 • 12 PM

MAR
Classified: Feb 7/95 • 12 PM
Display: Feb 14/95 • 12 PM

APR
Classified: Mar 7/95 • 12 PM
Display: Mar 14/95 • 12 PM

MAY
Classified: Apr 6/95 • 12 PM
Display: Apr 13/95 • 12 PM

JUNE
Classified: May 8/95 • 12 PM
Display: May 15/95 • 12 PM

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

FÉVR
Petites annonces: 6 jan 1995 • MIDI
Grandes annonces: 13 jan 1995 • MIDI

MARS
Petites annonces: 7 févr 1995 • MIDI
Grandes annonces: 14 févr 1995 • MIDI

AVR
Petites annonces: 7 mars 1995 • MIDI
Grandes annonces: 14 mars 1995 • MIDI

MAI
Petites annonces: 6 avr 1995 • MIDI
Grandes annonces: 13 avr 1995 • MIDI

JUIN
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Ignorance Spawns Bad Press for Tenure

JOYCE LORIMER

TENURE IS A HOT TOPIC IN THE MEDIA nowadays. It is difficult to get through a week without one pundit or another making pronouncements upon it.

The feeding frenzy was set off by the Klein govetnment's demand that Alberta university administrations and faculty associations must negotiate financial exigency and program redundancy articles in their collective agreements, if they do not already have such provisions in place.

In most cases the journalistic commentary has been confused and sometimes delibetately inflammatory. The headline created by *The Globe and Mail* on Oct 21, is a typical example. "Alberta moves to end university tenure," it trumpeted. "Revolutionary initiative says future collective agreements must allow for layoffs." The writer of the article, hot in pursuit of an eye-catching story, had not bothered to check the true state of affairs. Had he done so he would have discovered that CAUT first wrote models for financial exigency and program redundancy clauses 24 years ago, and that virtually all Canadian university collective agreements contain them.

It is intetesting that in a period when governments and the public constantly demand accountability from universities, the media should choose to ignore — or worse, misrepresent — the true nature of tenure. The fact that academic staff must go through some six years of probation and peer assessment to prove themselves as scholars before they make it, goes unnoticed, although such a practice is unheard of in the private sector.

The fact that professors continue to be subject to regular evaluation throughout their wotking careers, and that they can be dismissed for cause such as incompetence or persistent neglect of duties, doesn't rate a mention. As in the case of financial exigency and program redundancy clauses, it appears the media have decided there is much more mileage to be got out of pretending these forms of account-

ability don't exist. It makes a much better story to present tenure as a sinecure for unptoductive professors.

Tenure is a very particular and specific form of job security. It is not intended, nor does it, guatantee professors the right to vegetate unchallenged. On the contrary, it offets them the security within which they may push beyond the established frontiers of their discipline, challenging accepted opinions and ideologies. If govetnments truly see universities as the ettitical engines of the evolving knowledge-based economy of the twenty-first century, then they must also accept that scholars who work in them must be free to create and reshape that knowledge without fear of dismissal or harassment.

Those who advocate that provincial governments should interfere with collective bargaining rights to legislate tenure away, usually base their position on a misunderstanding of the implications of the Canadian Chatter of Rights and Freedoms. Since the Chartet guarantees freedom of expression, they assume tenure is no longer necessary to protect academic freedom.

The Supreme Court of Canada made short work of this argument in December 1990 when it dismissed efforts to characterize the mandatory retirement of academic staff in Ontario and British Columbia as discrimination under the Charter. The court found that the Charter did not apply to universities, which it defined as legally autonomous non-governmental entities. "Each is its own mastet with respect to the employment of professors."

Like the Ontario Court of Appeal which had upheld eatlier that "the policy of tenure in university faculties is fundamental to the preservation of academic freedom," the Supreme Court argued that "tenure provides the necessaty academic freedom to allow free and fearless seatch for knowledge and the propagation of ideas." It is that freedom, it stated, which maintains "the academic excellence which is or should be the hallmark of a university."

If there is any redeeming feature about the situation of the universities in Alberta it is that the Klein government appears at least, to have understood the message of the Supreme Court, once it was conveyed to it by CAUT and the Confederation of Alberta Faculty Associations. It seems that it has now abandoned any pretension that it can tampet with tenure under the guise of the protections of the Charter and has turned its attention to financial exigency and program redundancy measures instead.

Nobody should be misled into thinking that the Klein government has undergone a conversion to free collective bargaining. The parties have been ordered to negotiate and must do so under the threat that if the provincial government does not like what they come up, it will open up the agreements and rewrite them itself. Either way, whether it is tenure or the freedom to bargain their terms and conditions of employment, the rights of university professors are under attack. ■

L'ignorance donne mauvaise presse à la permanence

LA PERMANENCE EST UN SUJET BRÛLANT dans les médias ces temps-ci. Il ne se passe pas une semaine sans que des experts ou autres se prononcent à son sujet.

Le gouvernement Klein a alimenté cette frénésie lorsqu'il a exigé que l'administration des universités de l'Alberta et les associations de professeurs négocient des articles sur l'urgence financière et l'excédent de personnel pour les conventions collectives si aucune disposition n'existe déjà à cet effet.

Dans la plupart des cas, les journalistes y sont allés de commentaires confus et parfois délibérément incendiaires. La manchette du *Globe and Mail*, de l'édition du 21 octobre, est un exemple typique: «Alberta moves to end university tenure» et «Revolutionary initiative says future collective agreements must allow for layoffs». L'auteur, désireux de produire un article accrocheur, ne s'est pas préoccupé de vétifier les faits. S'il l'avait fait, il aurait découvert que l'ACPPU a été la première á rédiger des clauses modèles sur l'urgence financière et l'excédent de personnel il y a 24 ans et qu'elles sont inscrites dans pratiquement toutes les conventions collectives des universités canadiennes.

Alors que les gouvernements et la population exigent constamment l'imputabilité des universités, il est intéressant de constater que les médias ont choisi de passer sous silence la vtaie nature de la permanence, pis, de la déformet. Ils ne mentionnent pas non plus que les universitaires, pour faire leurs preuves, sont à l'essai pendant quelque six ans et qu'ils doivent être évalués par leurs pairs avant d'obtenir la permanence. Cette pratique est toutefois sans précédent dans le secteur privé.

On ne mentionne pas non plus que les professeurs font régulièrement l'objet d'évaluation pendant leur carrière et qu'ils peuvent être congédiés pour une raison suffisante, notamment l'incompétence ou une négligence continuelle de leurs tâches. Comme dans le cas des clauses sur l'urgence financière et l'excédent d'enseignement, il semble que les médias aient décidé de presser le citron en prétendant que ces formes d'imputabilité n'existaient pas. Un article est bien meilleur si l'on présente la permanence comme une sinécure pour les professeurs improductifs.

La permanence est une forme très particulière de la sécurité d'emploi. Elle ne vise pas, et elle ne le fait pas, á garantir aux professeurs le droit de végéter impunément. Au contraire, elle leur offre la sécurité á l'intérieur de laquelle ils peuvent repousser les frontières de leur discipline, contester des opinions et des idéologies établies. Si les gouvernements considèrent vraiment les universités comme le moteur critique de l'économie du vingtiéme-siécle fondée sur le savoir et en évolution constante, ils doivent alors accepter que les universitaires qui y oeuvrent doivent être libres de créer et de reformuler ce savoir sans craindre d'être congédiés ou harcelés.

Les tenants d'une ingérence des gouvernements provinciaux dans les droits de négociation collective pour légiférer l'abolition de la permanence s'appuient généralement sur une mauvaise compréhension de la *Charte canadienne des droits et libertés*. Puisque la *Charte* garantit la liberté d'expression, ils présument que la permanence n'est plus nécessaire pour protéger la liberté universitaire.

La Cour suprême du Canada a coupé court à cet argument en décembre 1990 lorsqu'elle a rejeté les efforts pour faire de la retraite obligatoire du corps universitaire de l'Ontario et de la Colombie-Britannique un acte discriminatoire en vertu de la *Charte*. La cour a conclu que la *Charte* ne s'appliquait pas aux universités qui sont définies comme des entités légalement autonomes et non gouvernementales. «Quant à l'embauche des profesteurs, elles sont maîtres chez elle.»

À l'instar de la Cour d'appel de l'Ontario qui avait déjá soutenu que la «politique de la permanence des professeurs d'université est fondamentale á la préservation de la liberté académique», la Cour suptême a affirmé que «la permanence procure la liberté académique nécessaire á la rechetche du savoir et au rayonnement des idées en toute liberté». Elle a conclu que cette liberté maintenait «l'excellence en matière d'enseignement qui est ou qui devrait être la marque distinctive d'une université».

Il y a cependant un bon côté á la situation des universités de l'Alberta. En effet, le gouvetnement Klein semble, á tout le moins, avoir compris le message de la Cour suprême que lui ont communiqué l'ACPPU et la Confederation of Alberta Faculty Associations (CAFA). Il semble avoir abandonné toute prétention d'altérer la petmanence en invoquant la protection de la *Charte*. Il s'est plutôt attardé aux mesures d'urgence financiére et d'excédent de personnel.

Que personne ne se méprenne, toutefois, et croit que le gouvetnement Klein s'est convetti à la libte négociation collective. Les parties ont reçu l'ordre de négocier avec la menace que le gouvernement rouvrirait les conventions et les récrirait s'il n'aimait pas leurs conclusions. D'une manière ou d'une autre, les droits des professeurs sont menacés, qu'il s'agisse de la petmanence ou de la liberté de négocier leurs conditions d'emploi. ■